Industrial Worker

July 1994 #1572 vol91 no6 EDUCATION ORGANIZATION EMANCIPATION direct action gets satisfaction

CHEMICALLY-INJURED WORKERS DEMAND: COMPENSATION ACCOMMODATION PREVENTION IWW
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Self-Contr L&I
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SEATTLE

Injured Workers Fight Toxics

by Maria Tomchick

It was 11:00 a.m. on a cool, overcast Thursday morning. A crowd of people gathered in front of a new concrete and steel office building. The circular driveway was blocked off with cones and, instead of the usual automobile traffic, people were beginning to march in a circle, carrying signs that read "Stop Denying Our Claims", "L&I Supports Industry Not Workers" and "MCS Destroys Workers' Lives".

The crowd grew to over 100 people. Halfway through the picketing, a contingent of farm workers arrived with red flags and a bullhorn to lead the chanting.

The picketers talked among themselves about their own injuries, how they contracted Multiple Chemical Sensitivity, and about Sick Building Syndrome. One man admitted to having suffered from MCS for 17 years; he had mixed paints for a company that supplied them to Boeing. "I was hurting myself, but I was also poisoning other workers," he said, looking down at his shoes.

Suddenly his eyes snapped up and his face grew angry. "When I saw the doctor that L&I recommended to me, the first thing she asked me was how many gallons of paint she'd need to do her office!"

Another man asked him for advice on which doctor he should see; he needed someone who knew about chemical exposures and wasn't afraid to diagnose MCS. "Doctors are afraid of the American Medical Association. The AMA goes after their license if they diagnose something like MCS; it's too controversial. My doctor told me that he knew I was chemically-poisoned and that I shouldn't go back to work, but then he gave me paperwork that said I had a bad case of the flu."

As the picketing progressed, more networking and exchanges of information took place; it became obvious that there was a genuine hunger for collective action to build community in the MCS movement. That was one of the major goals of the event, a Workers' Memorial Day Picket and Rally, organized by Seattle members of the IWW and several chemically-injured workers. The United Farm Workers of Washington State co-sponsored the event and brought with them a heightened awareness that the problems of chemical/environmental poisonings exist at all levels of society all over the world.

The rally began forty-five minutes after the picketing started. A mass of nearly 150 people gathered to hear a wide range of speakers. FW Stan Anderson spoke first about the demands put forth by the organizers of the rally: compensation for chemical injuries, accommodation for chemically-injured workers on the job and in society, and prevention of more incidences of environmental illness.

The line-up included a large number of chemically-injured workers. Laurel Ballou spoke about the problems of the Northshore School Bus Drivers who've been gassed by diesel fumes from new front-engine diesel buses (see article by zimya toms-trend in the February 1994 issue of the Industrial Worker).

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High Tech Organizing Shakes kinko's

Over the last year Wobs at kinko's have been organizing to bring justice, fairness, and equality to their workplace, and this May 1, long planning and hard work started to pay off. With almost 700 stores and approximately 30,000 employees all over the US and Canada, as well as Japan and the Netherlands, kinko's is the industry leader in the quickcopy business. A Fortune 500 company, kinko's has remained a private company with majority ownership belonging to Paul Orfalea, the founder of the company.

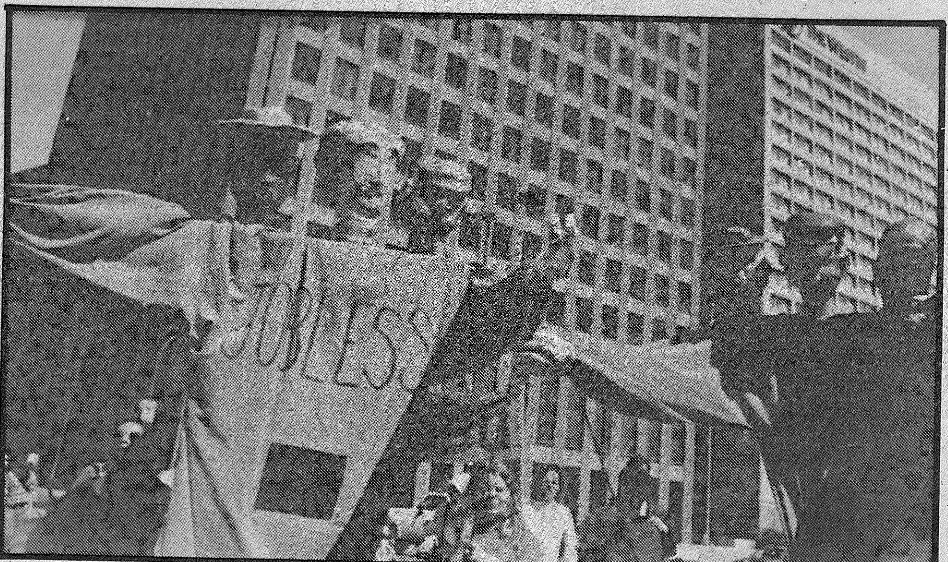
There have been various attempts to organize at kinko's over the twenty years of the companies existence, from straight union drives, to co-worker publication, and even co-worker associations and collectives. However, there has been difficulty maintaining efforts, either due to union-busting tactics from bosses, or due to the small number of workers in stores, and geographical isolation. As the company has been maintaining its %30 per year growth rate, the pace of work has increased and co-workers have become increasingly isolated and disenfranchised. While the higher level of the corporation has continued to create beautiful benefit plans and worker empowerment schemes, these policies have been virtually absent from the shop floor, often creating a work environment with overtones of 1984 double speak.

Luckily, the IWW has never been shy about taking on the big task, and Wobs working at kinko's started last summer to brainstorm on how it would be possible to build a movement that could get beyond a few nearby stores, and start to effect real changes in the company. Remembering that Joe Hill, and Big Bill Haywood were always willing to try a new ideas and new technologies to fight for workers rights, the tactic of the fax based zine was developed as a way of reaching a diverse population of kinko's workers. As each kinko's offers public fax service, it was clear that many coworkers could at least become aware of the their co-workers efforts.

In the Fall of 1993 the Duplication Workers Network of the IWW was formed as a catalyst group for the Industry as a whole, and at the same time Wobs and friends at kinko's formed the kinko's Co-worker Network (kCN) as the medium of organizing and education within kinko's specifically. On February 22nd, the first kinko's Co-Worker Factszine went out to 630 stores, and started the process of larger education and awareness in the company. Response was favorable yet limited to the first zine. While the network grew significantly, it grew most significantly among acquaintances of IWW members and network members.

Several local IWW branches assisted in the task of getting the word out, most significantly the LA GMB, and at the same

— continued on pg 8 —



Democracy in the New Communications ???

About 150 people participated in the 1994 Labor Technology conference held in Minneapolis April 22-24. Participants included producers of labor film, radio and video programs, computer networkers and rank-and-file activists concerned with the implications of new communications technology for their workplaces and unions.

Unlike past Labor Tech conferences, which were organized by labor activists for labor activists, this conference was sponsored by the University of Minnesota's Labor Education Service. The $125 registration fee and insufficient outreach to unions and unionists in the area held down attendance, and a larger proportion than usual of speakers and participants were union officials (sometimes very high-ranking ones).

Democratizing Public Television

Larry Duncan reported on the Coalition for Democracy in Public Television's efforts to democratize WTTW (Chicago) and open the station to labor and minority programming; Karen Keiser, producer of "Shoptalk," spoke on largely successful efforts to get that program carried by public TV stations in Washington state; Robb Mitchell of Metropolitan Poverty Dept. (a Minneapolis-based production group for homeless people) reported on their struggles to persuade local TV to provide promised support an air programs on homelessness; Elsa Rassbach of Made in the USA Productions spoke of her efforts to produce programming about workers for the national PBS schedule and of the need to intervene in the Congressional funding process to pressure PBS to provide programming for and about workers.

Several participants spoke from the floor about the ongoing privatization of public television and of PBS' capitulation to conservative pressure groups. One—noting that $800,000 goes to *Wall Street Week*, but nothing to labor programming—called for a more adversarial approach to the public broadcasting establishment and suggested that instead of corporate underwriting, PBS should be funded by a 5 percent tax on sales of television and cable operations.

Technological Access

In this workshop, Andrew Blau of the Benton Foundation argued that we need to rethink notions of access. He argued that there are three kinds of access: access as consumers (i.e., the ability to subscribe to new communication services), access as producers (the right to make programming available over the emerging systems), and access to audiences (the ability to be heard amidst the babble of commercial services). Blau argued that although the first two will require a struggle, access to audiences is critical if labor and other alternative voices are to avoid ghettoization.

Anthony Riddle of the Alliance for Community Media said that volunteers produce more programming hours than all commercial broadcasters combined. In Minneapolis, 13 channels are programmed for less money per year than is spent on a single episode of All My Children. He was concerned that information, like the country as a whole, was increasingly resembling a Mall—privately owned, tightly controlled, and not accountable to or accessible to public voices. We need to protect public spaces, and make use of the opportunities that exist to be heard over access channels.

Mark Belanger of the Canadian Union of Public Employees spoke on the Solinet computer system argued that too much attention is paid to hardware and access issues. Instead we should focus on what

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Build the Industrial Worker Help Build a Movement!!!

Hey Wobblies!

This project just keeps on growing. We've got so much good stuff coming in each month and lots of exciting new things planned for upcoming months. If we could afford it we could add pages immediately.

To do that we need your help.

Buy subs for friends.

Buy subs for co-workers.

Do what underground papers used to do – sell copies on the corner – sell subs to friends – have a benefit and donate some funds.

Get bookstores to order the *Industrial Worker* from their distributors or place copies there on consignment.

And send money to the IW Sustaining Fund.

If we can all work together on these things this publication can expand to include more pages. But like many alternative publications we exist on volunteer labor and subscription and donation money and if we don't expand the income this project is in jeoporady at the same time its improving.

This month we're really excited about the news from the Duplication Workers Network which began in the Philadelphia General Membership Branch. Their high-tech subversion of the bosses profit-making fax machines to reach workers throughout the kinko's Corporations hundreds of stores is exciting and is reaping results.

From the IWW Seattle Branch comes a report of chemically injured working folks self-organizing and building a network of hundreds. Who needs AFL bureaucrats when we can do it ourselves?

There are thousands of workers around the US, Canada and the world who are rank and file rebels, disgusted with their experiences with sell-out opportunists and ready to put the timely ideas and practice of the IWW into action. Find 'em and share the IW with 'em. Let's build a rank & file movement together.

Special thanks to those who have contributed to the

Industrial Worker Sustaining Fund

** Gilbert Mers **

Peter Wilcox
Carlos Cortez ** Art Kazar
Hawaii IWW Branch
Dani Miller
Joe Hill's Granddaughter
Chicago IWW
MK CWD**IK**
& you

IMPACT!!

One of our workers favorite newsletters *IMPACT: The Rank & File Newsletter*, has an interesting story of SEIU Local 627 firing two of its own organizers for, you guessed it: organizing.

Impact is now in its second year and features a labor law column where peoples attorney Staughton Lynd answers readers questions.

Impact is published by the Workers Solidarity Club and the Ed Mann Labor Center in Youngstown Ohio. Yearly subs are only $10 and are available at:

IMPACT
PO Box 2125
Youngstown OH 44504

OOPS!

We left the credit line off the fine artilce "Workers Bodies, Workers Health" in the May issue. The article was written by Chrys-Vad Hyphus of Santa Cruz GMB a valued and frequent *IW* contributor.

Industrial Worker

THE VOICE OF REVOLUTIONARY UNIONISM

Articles may be submitted to the IW at the following addresses:

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email: jditz@igc.apc.org

Topic Editors:

International News & Book Reviews: POBox 762 Cortland NY 13045 jbekken@igc.apc.org

Humor & Cartoons: Wage Slave, PO Box 1217, Madison WI 53701 huckkono@igc.apc.org

Toxics Project: PO Box 20402, Seattle WA 98102 (206)367-0477 helchick@mead.u.washington.edu

Canadian Labor, Video & Music Reviews, Womens Issues: PO Box 4217, Stn E, Ottawa, ON K1S 5B2 Canada (613)231-2922 indwrk@web.apc.org

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Articles not so designated do not represent the official position of IWW. No ads. Donations welcome.

IWW Directory

Job Shop= 5 or more members in workplace
GMB=General Membership Branch
IU=Industrial Union Del=Delegate
GOC= Organizing Committee.
- IU 120: Forest Workers
- IU 450: Print & Publishing Workers
- IU 460: Food Processing Workers
- IU 510: Marine Transport Workers
- IU 610: Health Workers
- IU 620: Education Workers
- IU 630: Entertainment Workers
- IU 660: General Distribution Workers
- IU 670: Public Service Workers

AUSTRALIA

NEW SOUTH WALES

Sydney Area Group- Del:Ray Elbourne, Corner Dittons Ln. & Old Illawara Hwy, Sutton Forest NSW 2577.

VICTORIA

Melbourne Area Group-POB 1738Q GPO Melbourne, 3001.

CANADA

MANITOBA

Winnipeg GMB - B. Mackay, PO Box 3204, GNPO, R3C 4E7

ONTARIO

Ottawa GMB-POB 4217 Stn E, K1S 5B2. 613/231-2922 <indwrk@web.apc.org>

Toronto Group-11 Andrews Ave M6J 1S2. 416/941-9945 Meets 1st Thurs 7 pm; phone for location.

UNITED KINGDOM

GOC British Isles/IU620 Contact F.Lee, Secular Hall 75 Humberstone Gate, Leicester LE1 1WB.Tel:0533-661835

IU610 Contact: Harry Girling, c/o Ipswich Community Resource Ctr, 16 Old Foundry Rd., Ipswich IP4 2DU

IU660 Contact: Ray Carr, 22 Brunswick Square, Herne Bay, Kent CT6 5QF

Swindon Region GMB/ IU670 Contact- Kevin Brandstatter, 9 Omdurman St.Swindon, SN2 1HA; Tel: 0793-610707.

Stuart Croft, Box A, 111 Magdalen Rd,Oxford. Davey Garland, Box23, 5 High St.Glastonbury Somerset.

York-D.Czunys,13 Wolsley, Y01 5BQ.

UNITED STATES

CALIFORNIA

IU330 Custom Wood Screen Doors -Paul Kay, 606 Alamo Pintado #3262, Solvang 93463(805) 688-0123
IU660 Time Tested Books- 1114 21st St, Sacramento 95814. 916/447-5696

Mendocino GMB Judi Bari POB 656 Willits 95490 707/468-1660. Herb Jager,114 E.Laurel, Ft. Bragg 95437. 707/937-3457.

San Diego Group- RMR Kroopkin, 2675 Fletcher Pkwy #211, El Cajon, CA 92020. 619/460-2907

Santa Cruz GMB-PO Box 534, 95061 <sciww@ucscb.ucsc.edu>

IU450 New Earth Press Job Shop 1921 Ashby Berkeley 94703 (510)549-0176

IU620 Job Shop UCB Recyclers- 620 Eshleman B'k'ly 94720 Daniel Widener

IU670 Berkeley Recycling Ctr. Job Shop - M. Carlstroem, 2515 Piedmont #8, 94607

Los Angeles GMB- Meets 2nd,4th Sundays. Location call (24hr):213/368-4604. Andrew Willett 1136 ArborDell Rd.90041.

IU630 Film Workers -Miguel Sanchez, 1724 Westmoreland LA 90006 (231)368-4604

Sea Dive Job Shop-Colin Dewey,138-A Noe St San Francisco 94114. 415/487-1751. <patrice@crl.com>

SF Bay Area GMB-1095 Market St. #204, 94103415/863-WOBS iww@igc.apc.org

COLORADO

IU450 P&L Printing Job Shop- 2298 Clay, Denver 80211. 303/433-1852

Denver/Boulder GMB-2412 E. Colfax, 80206. Ofc hrs Sat.9-12. (303)388-1065 Meets 1st Thurs.7pm. Del:Cliff Sundstrom 910 E.8th Av.#202, 80218. 303/832-7602. Brendan Ruiz,POB 370663, 80237—0663

GEORGIA

Atlanta Group - 340 Elmira Pl, 30307. 404/524-1243

HAWAII

Oahu Group-POB 11928,Honolulu 96822 Tel:808/247-8584.<annies@igc.apc.org>

ILLINOIS

Chicago GMB-4043 N.Ravenswood#205 60613.(312)549-5045. Mt.1st Fri. 7:30 pm.

LOUISIANA

Baton Rouge Group– Steve Donahue 729 Bungalow Ln 70802.(504)389-9572.

MARYLAND

Baltimore Delegate -Rafi Sharif Bey,PO Box 29746, Baltimore MD 410-367-3024

MASSACHUSETTS

IU630 GOC - Jim Barclay, 75A Elm St. Worcester 01609

MICHIGAN

SE Mich.GMB/IU630 Workers Stories Workers Lives Job Shop-Albert Parsons (313)769-0695;Michael Kozura 7252 Kendal,Dearborn48126.(313)581-2065

IU670 Ann Arbor Tenants Union Job Shop- 4001 Michigan Union, Ann Arbor 48109. 313/763-6876.

MINNESOTA

Duluth Group-1514 N. 8th Avenue E, 55805. Del: Jack Rosenquist

MISSISSIPPI

Gulfport Group-C.G.Streuly601/896-3515

MONTANA

Butte-Mark Ross 111 W.Quartz 59701. (406)782-4465

NEW YORK

IU 620 Education Workers Organizing Bulletin/Central NY Group- PO Box 762, Cortland NY 13045 jbekken@igc.apc.org

IU630 Living Theatre Job Shop-POB 20180,NYC,10009-8959.(212)865-3234

IU670 Socialist Party USA Natl Office Job Shop- 516 W. 25th St. #404, NYC 10001. 212/691-0776

Capital District Group-POB 74, Altamont NY 12009. (518)861-5627

NYC GMB-Del: Brian Mahoney 1717 N.Thompson Dr, Bay Shore NY 11706 516/586-2103; Rochelle Semel, RD 1 Box 158-B, Hartwick 13348. 607/293-6489

PENNSYLVANIA

IU630 Boulevard Bingo Job Shop-Tina Gaffney (215)821-5622

Lancaster Group-PO Box 2084, 17608

Lehigh Valley GMB-POB 4133 Bethlehem 18018 (215)253-5057 J.Kelly (215)866-5728.

Reading Group-PO Box 8468, 19603. Del:Dennis Good (215)921-2459; Rick Page (215)562-3487

Philadelphia GMB/ IU450 Duplicators Network- 4722 Baltimore Ave. 19143. (215)747-0855.

IU660 Wooden Shoe Books Records Job Shop-112 S.20th St.19103. (215) 569-2477

IU620 Temple University IWW Group- 2106 N. Broad St. 19122. Anthony Newkirk (215)765-3511.

SOUTH CAROLINA

IU450 Harbinger Publications Job Shop- Merll Truesdale, 18 Bluff Rd. Columbia 29201. 803/254-9398

TEXAS

Austin Group - PO Box 49523, 78765. 512/416-9619

UTAH

Salt Lake Group - Tony Roehrig, PO Box 520514, Salt Lake City 84152-0514. 801/485-1969

VERMONT

Burlington Group- Anne Petermann, Orin Langelle POB 804, 05402. (802)658-2403. <peacejustice@igc.apc.org>

WASHINGTON

IU450 Street of Crocodiles Letter Press Job Shop- PO Box 20610, Seattle 98102. 206/726-5924

IU460 Fairhaven Co-op Flour Mill Job Shop-1115 Railroad Av.Bellingham98225.

Industrial Transportation Project -Arthur Miller, POB 5464, Tacoma 98415-0464

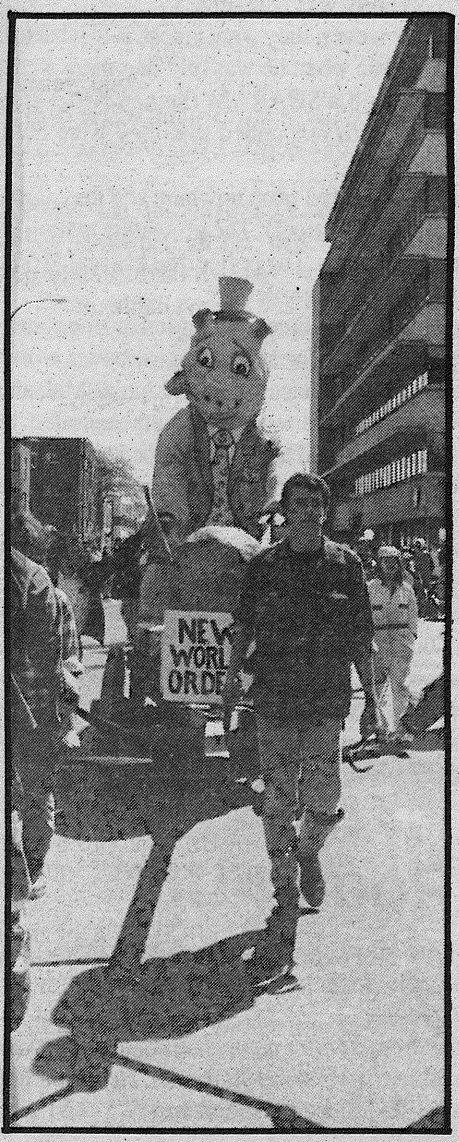
Industrial Environmental Toxicology Project-POB 20402, Seattle 98102. Stan Anderson 206 367-0477 <helchick@mead.u.washington.edu>

WISCONSIN

IU450 Lakeside Press Job Shop- 1334 Williamson, Madison 53703 608/255-1800. Delegate: Jerry Chernow

Madison GMB-Box 2605, 53701. (608) 255-1800.Del:Tim Wong, Jerry Chernow

Winnipeg Wobs Mayday Festival



by Bonnie McQueen

On Sunday, May first, more than two thousand people came out to participate in the biggest May Day even Winnipeg has seen in decades. In commemoration of the 75th anniversary of the Winnipeg General Strike, the day began with a spectacular parade that stretched out over 3.2 km in length. It was composed of some seventy two contingents, including thirty floats, steel drum and pipe bands, puppets, horse drawn wagons, colourful banners, dancing dragons and marchers galore. Represented were social and political activists, a cross section of working class people ranging from kids to elders and sixty different unions – two from the US made it an international occasion.

On the whole the parade serves as a powerful, artistic expression of protest and worker solidarity. A dozen children marched with a beribboned maypole; women, wearing old-time dresses and singing "Bread and Roses" accompanied an antique carriage filled with the objects of their song; and rural Manitobans, among whom were a radical farmer's union, a one woman anti-NAFTA campaign, parade marshals and observers drove long miles to take part, one float, that of the Canadian Union of Postal Workers, portrayed a huge fist punching out of an enormous globe, was constructed with the help of 20 workers over three weeks. This was just one example of the camaraderie and sense of political achievement through artistic means that came from working in union toward tangible expression of an ideal.

The IWW, the backbone and the backend of the parade, marched with five large banners bearing IWW slogans and five giant, three headed puppets representing crowds concerned with labour and unemployment issues. While phrases such as "NAFTA SHAFTA" and "Unemployment Isn't Working" caught people's attention it was the IWW float that made the greatest impact. Seated on a throne held together with war rockets and a dollar sign, and atop a farm wagon drawn by workers instead of horses rested a pink, three meter high papier mache pig, its knife and fork firmly implanted in a world on a platter.

As the parade wound up at the Union Centre parking lot, the 'pig crew' went to work on a little street drama. To the strains of Billy Bragg singing "Power in a Union" two of the workers liberated the earth from the Capitalist Pig by seizing and destroying its utensils. Two others raised the world up high passing it on to a group of children waiting at the end of a corridor of workers, fists held high in solidarity. The workers then turned back, lifted up the now impotent pig and tossed into a waiting dumpster where – Serendipity! – its neck broke clean in half. Meanwhile, three banners covering four stories were raised along the side of the Union Center building proclaiming One Big Union. (They are to be re-hung there on a permanent basis.) Music, speeches and more street theatre followed as "Food Not Bombs" served sandwiches and drinks.

The festivities continued thorough the evening with a packed house of over 400 people attending a concert at the Ukrainian Labor Temple. Local entertainers,, featuring the newly formed Winnipeg Labour Choir, fired up the audience until it was hard to tell where the choir ended and the crowd began. Highlighting the event was the appearance of FW Utah Phillips, whose performance and stories were so well appreciated, the audience would hardly let him off the stage. As someone observed its noteworthy that people who've never even heard of the IWW seem to know all the words to the Wobbly songs. Here is another example of People's Art successfully reaching out and holding its own over time. The making of this great day began last fall when the Mayday Planning Committee started organizing and fundraising. Thousands of volunteer hours and Labour Union support went into making May Day 1994 the wonderful success it was. But the real success of the parade was in bringing together large numbers of mainstream unions and other working class people and a visual display of reclaiming and proclaiming May First as International Workers Day. Working people, working together gained renewed strength and determination in their common cause. The struggle now is to continue.

Workers of the World Unite!

IN AMERICA FEEDING THE HUNGRY IS A CRIME

San Francisco *Food Not Bombs* Activist Arrested Again

by Crys-Vad Hyphus
Santa Cruz GMB

San Francisco Food Not Bombs activist Keith McHenry is once again in jail on felony assault charges after a woman slammed a door on him at city hall on Tuesday, May 17. As the woman slammed the door, an artery in McHenry's arm was cut as his arm went through a glass window. Although he was released after the incident, he was reincarcerated on Friday, May 20 on $75,000 bail.

This incident appears to be an escalation of many attempts over the years by the city of San Francisco to discredit and neutralize this long-term non-violent Food Not Bombs founder. In this case the city claims that McHenry assaulted the woman with a deadly weapon, the weapon being the glass shards, when he "punched through" the glass.

This follows another apparent attempt to frame McHenry earlier this year, when he was charged with assault after being hit in the head by film commissioner Nick Roomel on January 4. Roomel admits to following McHenry for months gathering evidence against McHenry, whom he described as "a politician using food to protest the system." After this earlier event he was held on $1000 bail, which was later raised to $25,000 and then to $75,000. The $75,000 bail set on May 20 appears to be part of a campaign to insure McHenry's incarceration. These two pending felony charges have special relevance now that the "three strikes" bill has been made law.

Food Not Bombs will hold a rally at the Civic Center at noon on Monday, May 23 to demand that all charges be dropped against McHenry and that he be released. Food Not Bombs also requests that those who have seen him in action send letters to Food Not Bombs for his defense in his trial on July 11 for the January incident that testify to McHenry's non-violent beliefs and actions. They are also appealing for help with bail support.

McHenry has been the victim of dozens of arrests and threats over the years, from police, landlords, and outright thugs for his peaceful direct action. In many of these cases the city declined to press charges, making the arrests a tool of harrassment and intimidation. The attacks are not limited to McHenry, as arrests for serving soup are a daily occurence at the Civic Center.

FEEDING THE HUNGRY IS NOT A CRIME; ARRESTING THOSE WHO DO IS!!!!!

Send letters of support, and any checks or money orders for bail support to:
San Francisco Food Not Bombs
3145 Geary #12
San Francisco, CA 94118

Make any checks or money orders payable to "Food Not Bombs — bail" We especially encourage people from other countries to send letters of support.

CALL FOR SOLIDARITY

Ontario Food Workers

Cafeteria workers at Queen's University, in Kingston, Canada, members of the Canadian Union of Public Employees Local 229, are on strike against the huge multinational Marriott Corporation.

Part-time cafeteria workers won a hard fought battle for union recognition last year and are in the process of negotiating their first contract. They are struggling for wage parity with the fulltimers, decent seniority and grievance procedures and improved working conditions. The fulltimers are seeking job security, a pension plan and a small wage increase. In short, they are asking for a decent and fair livelihood.

The role of Queen's administration has been particularly odious. It claims to be taking a neutral position yet has consistently acted like the strike-breaking corporation they really are. First, Queen's, not Marriott, is paying thousands of dollars a day for security guards, which is effectively a subsidy to Marriott. Queen's own security, comprised of students mainly, have been filming and photographing workers, and their student supporters.

Next, the university had the strikers evicted from university property in violation of the Ontario Labour Relations Act which allows picketing on private property to which the public normally has access. This question has still he heard at the provincial labour board. Queen's is arguing that the public does not normally have access, which is patently false at this campus in the heart of the city, and next to hospitals and high schools, and frequently used by many people who have no formal association with the university. If Queen's wins it will set a precedent that will affect strikes at every university in the province.

And worse still, the university won a temporary injunction banning almost all forms of activity, including picketing, handing out flyers, or asking people to boycott Marriott's food operations. This gag order applied not only to workers but to everyone. Even students were warned that they could be in violation for simply handing out flyers, or sitting at a strike support table. The administration's rationale was that the noise associated with the picketing was disturbing students during exam time. Yet, Bryan Palmer, a professor of labour history, described this as one of the most peaceful strikes he's ever seen. Also, the elected student leaders were unanimous in their condemnation of the injunction, and even faculty demonstrated against it - the first faculty demo I've seen here. Moreover, this is an administration that has acted to protect students from sexual assault, or racism only after being publicly humiliated in the national press, and facing militant student actions.

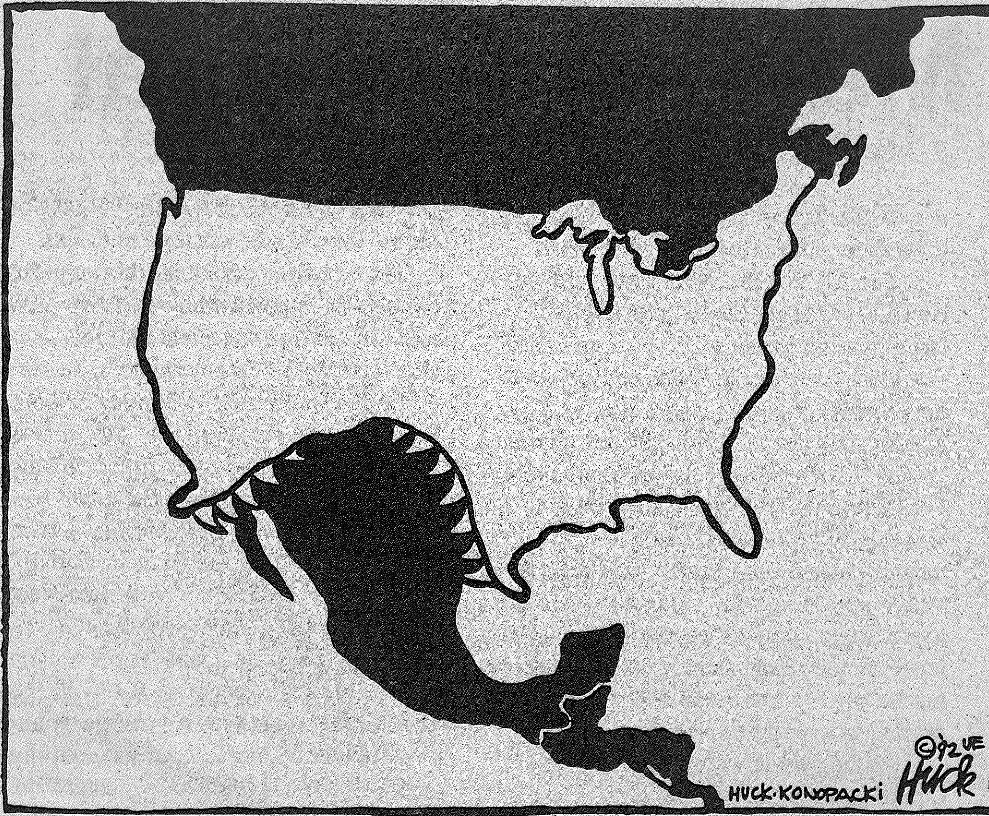
The injunction was stayed on appeal and expired May 2. For about one week fighting this blatant restriction on basic civil liberties was the focus of strike supporters. After almost universal opposition the administration will hopefully not try for another injunction. But they may well try. After all Queen's is the de facto employer. While Marriott pays the workers wages, it sends the bill for those wages to Queen's. Queen's receives all revenues from the cafeterias and pays the expenses. Marriott simply manages the food services for a fee. The joke going around is that Marriott is the condom to protect Queen's from its workers.

WHAT YOU CAN DO:

Send messages of support to CUPE Local 229. Fax # <1-613545-6300> (direct to extension 5183). This is the university fax service so clearly address your message to the union.

Send messages of outrage, or whatever, to the administration: vice-principal Tom Williams fax # 1-613-545-6300.

Financial donations: Make cheques payable to CUPE 229 Strike Fund. Mail to CUPE Local 229, Queen's University, Kingston, Ontario, Canada, K7L 3N6.



U.S.-Mexico Border

Attacks on Maquiladora Workers

The following is excerpted from a recent report by the Coalition for Justice in the Maquiladoras:

In Matamoros, many companies are opening auxiliary companies that pay workers lower wages and employ them for 48 hours a week instead of 40, among them Electropartes-**Zenith**. In mid February all women workers in Zenith's plant 12 were given pregnancy exams and several workers were fired as a result. In early March the plant was hit by lay-offs, those left are required to produce the same amount as before the cut-backs. Although the "union" that represents the workers is touting a recently negotiated pay increase, 6 percent above the federally mandated 7%, the company began to charge workers $5.50NP for meals at the plant that used to be free. As a result, the raise has little effect on workers' take-home pay.

In Nuevo Laredo, **Sony**'s hand-picked union representatives announced April 14 that there would be an election for union delegates the following morning at 7:00 a.m. This gave workers just eight hours to prepare their own slate of delegates. During the "election," workers lined up on one side of the plant or another to indicate their choice. Union officials pressured workers to line up on the side to support the company-backed slate. To protest this fraudulent election, workers picketed the plant April 16, demanding new, fair, secret ballot elections. Forty police wearing riot gear and carrying Plexiglas shields descended upon the workers, beating them with billy clubs. Dozens received blows, one young woman was admitted to a local hospital with head injuries and two workers were arrested. Three hundred workers effectively blocked the entrance to 6 of Sony's 7 plants April 18. (The seventh is another location in the city.) Police dislodged the picketers on the morning of the 19th and reopened the plant.

Sony has filed a claim against 36 workers for $2.8 million Nuevo Pesos in losses due to the plant shut-down. There have been suggestions of prison sentences for these workers as well. Since then, workers have reported harassment in the plant including: demotions and firings of union activists; groups of workers being called into the offices for "consultation and scolding"; vehicles following workers outside plant; and supervisors breaking up groups conversing on the shop floor.

The workers' principle demand that the company hold new elections for union representatives has not been met. Sony also maintains the Saturday and Sunday work schedule which workers have opposed because it makes it impossible for them to attend religious services and spend time with families.

Piedras Negras **Dimmit** workers successfully pressured the company to give them an 18% raise on the amount they earn in coupons in addition to the 7% raise in pay. Workers slowed work for two days, prompting management to concede their demands.

Pan Handle Slim-Westmoore workers fear reprisals from the company as a result of successful bargaining by the newly democratic union. Last year in democratic union elections a new slate of officers dedicated to improving wages and benefits were elected. The company proceeded to fire the newly elected secretary general, a worker in the plant. On March 9th, after a week-ong strike, workers won a new contract that established a salary almost double the average salary in Ciudad Juarez (250NP/week). Pan Handle Slim has threatened many workers that they will be fired.

PrestoLock was shut down as a result of their unwillingness to clean up their environmental contamination. Workers were jointly awarded $300,000 severance pay after being fired from the company. To date no clean up has occurred and since it is rumored that the company may go out of business, it is unclear when and who will actually clean up the toxic wastes at the plant site.

Of the six **General Electric** workers fired in December because of their organizing efforts with the FAT, four have not been offered reinstatement nor paid their indemnity pay. The Conciliation and Arbitration Board says the workers signed a document saying that they were being offered reinstatement, but 3 of these 4 workers were out of town on the date the document was reputedly signed.

At **Hyundai**, workers have witnessed supervisors hitting workers to improve production. During the four years they have operated in Tijuana, the entire staff has turned over almost 5 times.

Some 120 **American Film Technology** workers continue to demand full severance and indemnity pay from this company that closed down last August. While the company left them them the contents of the plant, the workers have found it difficult to sell the remains since the products and machinery are specialized equipment.

May Day in Malaysia

On May 1, the Joint Committee of Workers and Squatters organized an illegal rally to commemorate Labour Day at the Dataran Merdeka, Kuala Lumpur. Despite the fact that there were over 1,000 people, there was an uncomfortable silence. Banners and placards were carefully folded into the bags which everybody was carrying.

The police was already swarming around. However, they were at lost as to what to do. The superintendent began to get agitated and frantic when he was told that there were no organizers. He went to an Opposition DAP MP and a SUARAM (human rights group) lawyer, demanding that the rally be called off. Both responded that they were not the organizers and were not in a position to call it off.

Suddenly hundreds of placards and banners appeared from nowhere and the calm was broken by a chant,"Kami mahu keadilan!" (We want justice!). The protestors made a long line which covered the whole length of Dataran Merdeka. The police quickly sealed off the road, thus leaving the whole of Dataran Merdeka to the protestors.

It was quite a sight. There were Malays, Indian and Chinese all united on one common front -- with placards and banners bolding demanding for better wages, better working conditions, better housing and better amenities. Some placards poked fun at Mahathir's Vision 2020 -- where was development if people remain poor and workers exploited, they asked. Soon about 100 riot police arrived in three huge red trucks, equipped with helmets, batons, plastic shields, tear gas, water cannon and heavy boots. They formed a line facing the protestors waiting for the order to charge.

As time passed and there was no movement from the crowd to disperse, the police superintendent was beginning to get very worried. After a one-hour standoff, just before the riot police moved forward, the crowd of protesters suddenly clapped their hands, laughed at the police and started to disperse. This, of course, took the riot police by surprise.

However, instead of breaking up, the crowd had other ideas. The protesters started to march down the street towards the railway station. It was quite an empowering sight to see 1,000 people marching with placards and banners in authoritarian Malaysia where dissent of any kind was almost unheard of. But the march was rather quickly broken up.

May Day Round-Up

In Helsinki, Finald, a united left held a joint May Day demonstration for the first time since 1947. A march of the unemployed (unemployment is at 20 percent) from Parliament to the rally site preceded speeches and labor songs.

In Madison, Wisconsin, May Day was celebrated with a picnic (addressed by speakers from local unions and reggae music) and a labor songfest. In St. John's, Newfoundland, local unions sponsored a May Day demonstration protesting recent and proposed cuts to unemployment insurance.

In Auckland, New Zealand, May Day was celebrated with a march and rally. Speakers noted that the labor movement is gaining strength despite an anti-labor law passed in 1991 which no longer requires employers to negotiate with unions.

In Salt Lake City, Utah, the IWW hosted a May Day celebration featuring live music by Wobbly musicians Mark Ross and Faith Petric and talks by local activists.

This scab rick-shaw driver isn't going any further.

Construction Workers Rout Nova Scotia Parliament

During the first week of May, 300 Nova Scotia construction workers, angry at government legislation, took their grievances to the provincial parliament. After listening to some speeches, 100 of the workers jumped down onto the parliament floor. All the legislators managed to run away except one who got a black eye.

This action was shown once on TV, then quickly censored. Perhaps it was felt that the public would be offended by the sight of their elected officials on the run.

Nova Scotia's 60,000 government workers are upset because they had just finished negotiating a concession contract, when the government brought in legislation to reduce their pay some more. Despite a ban on public service strikes, union locals were holding strike votes May 7.

There has been talk of a general strike in the province.

——cm/ottawa

General Strike Fizzles in Belize

A general strike of public sector workers collapsed in the Central American country of Belize after the government declared all tax-collecting departments "essential services" and outlawed their participation. Although members of the Belize National Teachers Union continued with the May 3rd strike, Public Service Union members did not honor the strike call and both unions quickly suspended the strike.

The strike resulted from the Belizean government's refusal to pay the final installment of salary increases it agreed to in July 1992. The unions had initially rejected as inadequate the government's proposed 10 (for high-paid officials) and 12.5 percent annual pay raises through 1994. But years of participation in joint labor-management councils and close ties to the then-ruling party had sapped the PSU's strength, and the government was able to unilaterally impose its final offer.

Earlier this year the government announced that it would not honor the agreement, and said it would instead to pay 5 percent. After several weeks of negotiations, and a two-day strike by the Public Service Union (April 18-19) joined by about a third of the workforce, the government agreed to pay an additional 1.25 percent to teachers and lower-paid government workers in October (six months after the pay hike was to have taken effect), and to pay the balance "as soon as the financial position of the government... indicates that such further increases are affordable."

The unions agreed to delaying the pay raises, but talks broke down over the government's refusal to negotiate a specific timetable (the government promised only an unspecified pay raise April 1 1995, the amount of which would depend upon its assessment of the budget situation).

Teachers closed one-third of Belize's church-operated but government-financed school system in the abortive May 3-5 strike. Most other schools opened with only skeleton staffs, largely parents volunteering their services to break the strike.

The Belize government's position that it can pay public workers whatever it feels like demonstrates not only its contempt for basic workers rights, as the unions contend; it also demonstrates those unions' inability to effectively defend their members' interests. Under British colonialism and the nationalist regimes that followed, Belize's unions became closely integrated into the political system. They became reliant on political parties and politicians' favors, and allowed their organization—their industrial power at the point of production—to wither away. Today they are paying the price. But while this strike was not successful, if workers draw upon its lessons to rebuild their unions as grassroots, fighting organizations it may lay the groundwork for greater success in the future.

Indonesia Bans Independent Union

The Interior Ministry in Jakarta announced April 25 that the Serikat Buruh Sejahtera Indonesia (SBSI), the Indonesian Prosperity Trade Union, has been banned. Minister Suryatna Subrata said the SBSI was "illegal" and "was banned from carrying out any kind of activity." The SBSI's attempts to register with the Interior Ministry have been ignored.

The ban came after more than a week of strikes and protests starting 14 April in the North Sumatran capital, Medan, and surrounding satellite cities. Workers demanded higher wages, official recognition of the SBSI and the right to have their own union. They also called for an investigation into the death of a worker named Rusli who was found dead in a river on 12 March 1994, a day after he had led a strike at the rubber goods factory, PT Ikatan Karet Deli. It is believed he was beaten by police before he jumped or fell into the river.

More than one hundred strikers and union activists have been arrested since 14 April of whom 47 are still in police or army custody. They include Riswan Lubis, secretary of the SBSI Medan branch, and its treasurer, Hayati. As tens of thousands of workers took to the streets in Medan, the armed forces (ABRI) blamed the SBSI for instigating the anti-Chinese riots that have marred the strikes and protests. ABRI has even accused the SBSI of having links with the outlawed Indonesian Communist Party, a pretext that could be used to charge its leaders with subversion. SBSI leader Muchtar Pakpahan strongly denied these charges.

Despite continued harassment, the SBSI has 87 branches with some 250,000 members. It did not organise many of the recent strikes; they occurred spontaneously around demands for more wages and calling for the release from detention or the re-instatement of workers dismissed for being involved in strikes. The government-backed union, the SPSI, is totally discredited among workers for siding with the bosses. This has made the SBSI a very popular and attractive alternative.

Please write the Indonesian government, urging it to lift the ban immediately and allow workers to set up independent unions and calling for the immediate release of all union activists arrested since 14 April, in particular Riswan Lubis, secretary of the SBSI Medan branch, and its treasurer, Hayati. Protests should be sent to: General Yogie S. Memed, Minister of the Interior, Jl Medan Merdeka Utara No. 7, Central Jakarta, Indonesia; General Feisal Tanjung, Commander of the Armed Forces (ABRI), Markas Besar ABRI, Cilangkap, East Jakarta; Mr Abdul Latief, Minister of Manpower, Jl. Gen. Gatot Subroto, Central Jakarta; President Suharto, Istana Negara, Jl Veteran, Central Jakarta, Indonesia. Copies and solidarity messages to: SBSI, Jl Kayu Ramin, 32, Utan Kayu Utara, East Jakarta 13120, Indonesia

NATIVES ASSERT FISHING RIGHTS

A council of Canada's First Nations leaders announced May 6, that from now on Native people will regulate fishing in their jurisdictions. Federal regulations will no longer apply without Native consent. By May 8, Native people at Nippissing near North Bay, Ontario, had already begun a massive re-stocking program.

Eggs and sperm are being removed from walleye, fertilized and placed into shallow water for hatching. Parent fish are returned alive to the water. The Nippissing program aims to produce one million fish this spring. —cm/ottawa

CLEARCUTS BANNED

The government of Quebec announced it will end clearcutting by 2001. Chemical insecticides on forests will be banned at the same time, and cutting areas will be reduced. Environmentalists believe corporations will comply with the new rules — there won't be any trees left in Quebec by 2001.

BOSS SUBSIDIES

Tax auditors working for Revenue Canada say there is political pressure to give corporations an easy ride. The information surfaced in a survey of its members by the Professional Institute of Public Service.

Bosses Threaten Taj Mahal

Reuter reported April 27 that owners of factories near the Taj Mahal threatened to destroy the monument if a decision by India's Supreme Court to close them down was implemented. The court ruled that the factories must close to protect the 17th century white marble mausoleum, already damaged by decades of industrial pollution, from further toxic emissions. "We want the court order to be withdrawn peacefully before our movement turns violent and who knows what might happen to the Taj then," a representative of the Taj Industries' Campaign Committee told a protest rally. "There is already a strong sentiment that we should do with the Taj what we did with the disputed structure in Aydohya," said Ravi Kant Garg, an official of the right-wing Hindu Bharatiya Janata Party (BJP). He was referring to the BJP's support for a Hindu religious campaign that led to the demoliton of a 16th century Moghul mosque in the northern Indian town of Ayodhya in December 1992 and touched off days of rioting.

Bolivian Workers Strike

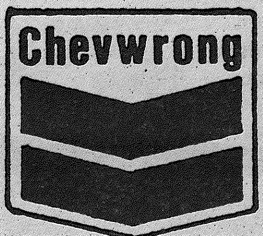
The Bolivian Workers Confederation (COB) launched a general strike April 15, which began with support from mining, education and health workers. On April 21 the strike was joined by steel and agricultural workers. The government initially attempted to ignore the strike, reasoning that the tin miners union—historically the COB's stronghold—had been so decimated by privatization and layoffs that the COB would be unable to resist. There are now only about 2,000 miners, down from 30,000 ten years ago.

FREE OMORI

International demonstrations were held June 6 in conjunction with a Supreme Court hearing of Japanese activist Katsuhi Omori's death sentence resulting from a trumped-up bombing conviction. Omori was arrested in 1976 and has been in detention ever since.

Omori was singled out for prosecution because of his role in supporting the struggle of the indigenous Ainu people. A series of bombings in the 1970s sought to call attention to the Japanese government's occupation of this land and the killing of many Ainu people.

Katsuhisa Omori is Japanese and was not involved in the bombings, but he spoke out against the injustices against the Ainu people. It was his thoughts, his political views, rather than any evidence against him which formed the basis for his conviction. The Omori Defense Committee (Box 57, Sakyo Kyoto 606, Japan) asks that people organize solidarity demonstrations at Japanese corporate and government offices.



union struggle has no borders

The Fall of Finland's Welfare State

As Finland moves towards European unification, unemployment has hit a new record level of 20 percent. The Finnish government is responding to the crisis by slashing unemployment and other social benefits and threatening to require unemployed workers to work for free to replace workers being laid off from government agencies. Workers who have been unemployed for more than 500 days receive a minimal benefit of about $64 a week, nowhere near enough to live. Unemployed workers are beginning to organize themselves and to demonstrate against the government's austerity policies.

An editorial in *Kapinatyolainen* (Rebel Worker, published by the SAL-AIT) notes, "A broad consensus prevails in Finland that the current government is rotten. The government's policy has been the consistent impoverishment of ordinary people. On the other hand alternatives seem to be running short... Nowhere has the parliamentary left been able to change politics' basically right-wing, blatant anti-working class policy. Many signs indicate that the concentration of capital has already resulted in the dictatorship of great capital, which forces governments to obey 'market forces.'

"The injustice of today's society doesn't just come from bad government. Injustice is a fundamental part of capitalism and the state system... The only way society can function in the interests of the majority of the people is real democracy in which people have equal authority....

"Society's development depends on people's activity. You can either satisfy yourself with those alternatives which the ruling class gives you or work for a world in which you would really want to live."

Zimbabwe & Tanzania Workers Rebel

An unprecedented spate of demonstrations and strikes are rocking the government of President Robert Mugabe. "You haven't seen anything yet," says Zimbabwe Congress of Trade Unions (ZCTU) Secretart General Morgan Tsvangirayi.

Three years after Mugabe's government adopted IMF-style austerity measures, workers are protesting gross underpayment and terrible working conditions.

In April, 292 hospital doctors and 400 laboratory technicians were fired after 10 days on strike. The doctors struck April 15, demanding a 40 percent pay hike to their $270 monthly pay. Last November the doctors successfully struck in solidarity with 300 laboratory workers who had been fired for striking for a pay hike; this time the lab workers supported the doctors.

Construction, agricultural and telephone workers also struck in April and May, and teachers have threatened to strike if their pay is not increased.

Government ministers received pay hikes of 60 to 65 percent this year, while public sector workers received between two and nine percent.

Tanzanian workers are also demanding pay hikes. To symbolize the break between the government and the unions, the Organization of Tanzania Trade Unions refused to allow President Ali Hassan Myinyi to speak at its May Day celebration. Instead the union federation invited the head of the Organization of African Trade Unions to be the guest of honor. This is the first time since independence that the president was barred from the celebration of International Workers Day.

The OTTU is demanding that the minimum wage be raised from about $10 per month to at least $40, in order to enable workers to meet the rapidly rising cost of living. Unions held a 1-day general strike March 7 to pressure the government to act. The government had pledged to raise the minimum wage last year, but failed to do so. Strikes were illegal in "socialist" Tanzania until three years ago.

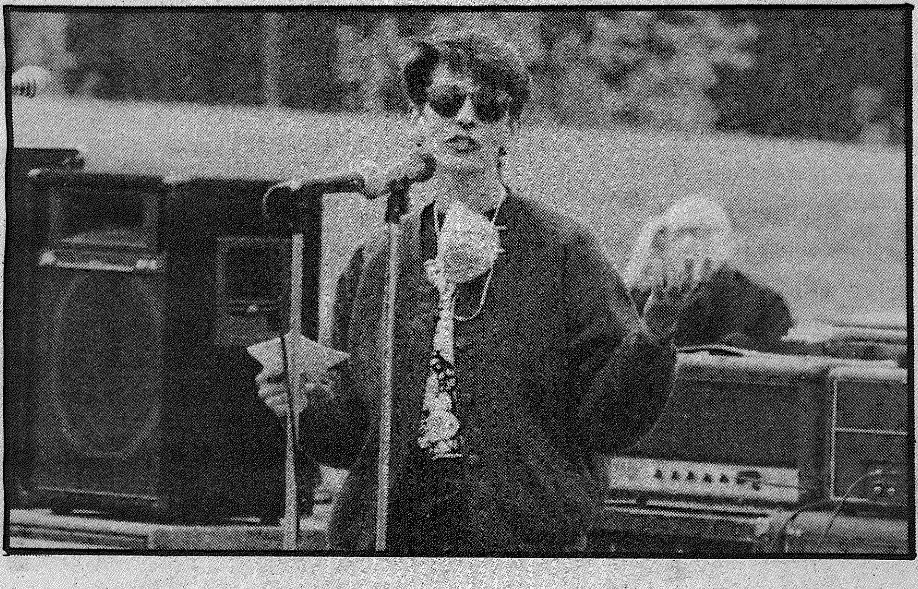
Seattle

MCS Community Rallies Support

— from page 1 —

Karen McDonnell spoke about the need for people with environmental illness to stand up and face professionals and others who deny the existence of MCS. "When they doubt the existence of this illness, they're saying that we are liars! That we don't know what's wrong with our own bodies or how we feel." She urged persistence and the necessity to work together to push for change.

Victoria Loney, another worker with environmental illness, read a statement from Stan Fleming, a Washington State Representative who introduced & fought for the passage of a new bill that would set up a State Work Group for Chemically-Related Illness. The bill provides for two members of the MCS community to sit on the panel and advise the State on its policy towards MCS and other environmental illnesses.



Julio Romero, the President of the United Farm Workers of Washington State, spoke in Spanish, while Rosalinda Guillan translated his words into English. He cited statistics on the number of people who are poisoned on the job by pesticides. "It's equal to one Bhopal every day," he said, referring to the disastrous chemical leak from a Union Carbide plant in India, which killed 3,800 people and injured over 200,000 more. He spoke about the UFWWS's recent and unprecedented victory in having the deadly pesticide Phosdrin banned for use in Washington State.

Rosalinda also expressed the support of all workers for the struggle of those with chemical injuries. "We will pick you up and carry you along with us," she said, "because we know we could be next."

Two representatives of mainstream, organized labor spoke and gave their support for chemically-injured workers in Washington State. Jeff Johnson of the Washington State Labor Council gave a brief history of Workers' Memorial Day and cited astonishing statistics on injury and death in the workplace. "146 people per day are injured or killed at work in the U.S. alone," he said.

Buck Cameron, industrial hygienist for the International Aerospace and Machinists' local, read a statement from George Corpius, the President of the IAM, in support of workers with environmental illness.

Halfway through the rally, Mark Brown, the head of Labor and Industries, came out from the building with a contingent of about 20 L&I employees. They had just finished their own Workers' Memorial Day ceremony inside, and Mr. Brown asked if he could address the crowd of chemically-injured workers.

The audience listened politely while Mr. Brown sketched his support for the recent House Bill to set up the State's Work Group on MCS. He put a heavy emphasis on his efforts to keep the legislation alive throughout its tortuous journey through the State Legislature. After his speech, he circulated through the crowd, met people, and listened to their stories.

At one point, several MCS activists converged on Mr. Brown and asked him outright if the MCS community could elect their own representatives to sit on the State's Work Group, instead of being forced to accept the representatives he chose for them. After some hesitation, he agreed to this key demand. Immediately after the rally, organizers began planning the balloting process, which will be supervised in part by FW Stan Anderson.

Music provided by three very different ensembles added to the high spirits of the event. Axxn, a rock band from Tacoma, opened the rally with their song "Innocent Victims", written especially for people with MCS. FW Carrie Sessarego from Salem, Oregon, performed "Canaries In The Mine", a song written by Linda Allen about workers injured from chemical exposures at the Boeing plant in Auburn, Washington.

Citizen's Band, an acoustic trio from Olympia, sang the rousing "We Just Come To Work Here, We Don't Come To Die," which prompted a lot of whoops, applause and a heart-felt sing-along from the audience.

One of the members of the trio spoke up and reminded the audience that employers buy insurance from Labor and Industries to safeguard them from worker's compensation claims filed by their employees. This was a reminder to everyone who attended the rally that L&I really does work for employers, not employees—unless workers turn up in force on their front doorstep.

For more information on the Industrial/Environmental Toxicology Project, contact:

I/ETP
c/o Stan Anderson
P.O. Box 20402
Seattle, WA 98102
(206) 637-0477
or (206) 720-0486

We'd like to hear what you're doing to organize workers to fight environmental health problems. We also encourage members of the union to write articles for the *Industrial Worker*. Let's exchange ideas and get the word around!

Job Damage
how to fig

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Job Damaged People: How
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What is the Problem & How Do You Deal With It?

I. Defining the Problem

There is a problem. And it's a big one. Every year, eight to ten percent of the workforce is injured. This means that on the average, workers can expect to be injured three or more times during their careers. Most people assume that there is a well-established system that compensates these workers for their injuries. But that is not the case. Most of these compensation systems are full of gray areas, red tape, and loopholes. This situation permits employers and insurance companies to deny, delay, or redirect injured workers' benefits.

If you were injured on the job take note – in the world of workers' compensation, nothing much is guaranteed except that you must fight for your rights and the benefits due you by law. With this in mind, you need to identify the rules of this game, so that you can play it well. Understanding the system's flaws is the first step.

A. Workers at Risk

Workers injuries are skyrocketing in the US. According to the Department of Labor, work-related injuries and deaths in the US. rose to nearly 6.8 million in 1990. This figure, the highest on record, represents an increase of 200,000 job-related injuries and illnesses over the previous year. In addition, the worker death rate in the US is far higher than most other industrialized nations, with more than 10,000 workers killed on the job each year. In the face of these statistics, the Occupational Safety and Health Administration (OSHA, the government agency charged with protecting worker safety, is underfunded and unable to assure even a minimum level of workplace safety.

B. Why the compensation system is flawed

The nation's lack of commitment to worker safety takes its toll on the health of millions of workers. If you are one of them, help is not on the way. The compensation system is supposed to pay you for the health and income losses that occur when your are injured. However, insurance companies and employers are legally permitted to cut off these benefits while they challenge your claim. When this happens, you may have to survive with no income at all for months or sometimes years at a time. Sometimes called "starvation therapy," this cut-off pressures you either to come back to work before your injuries are fully healed, or accept a settlement that is much less than what you are owed.

That is not all. While they are investigating claims, insurance companies or employers may fire or demote you, hire private eyes to spy on you, or send you to a company doctor who will certify that your are healthy no matter how injured you really are. Why do they go these lengths to make workers miserable? It all boils down to money. Many times, employers and insurance companies want to prove that your claim is false so they do not have to pay the benefits due you by law. And the system allows them to try. It's that simple.

Unfortunately, the problems don't end when you are ready to work again. If you are looking for a new job you may still have trouble. Many employers now use blacklists to screen potential employees. These blacklists include the names of workers who have filed compensation claims, or who have filed complaints against their employers for not paying workers' compensation (or comp) benefits. In theory, the Americans With Disabilities Act now makes it illegal to consider questions about someone's history with the workers' compensation system before making him or her an offer of employment. However, this law is difficult to enforce. Employers may still legally check these blacklists after making a job offer to see if a potential employee is a "troublemaker."

What About My Rights?

By now you may be wondering what rights you do have as an injured worker. The answers may surprise you.

A. Can I sue my employer?

In most cases, the answer is no. Many injured or ill workers assume they can file a suit against their company for negligence and receive millions of dollars in compensation for pain, suffering, and damages. This is a fantasy. In most states, the "exclusive remedy" law prevents this kind of suit unless a worker can prove gross negligence or intentional wrongdoing on the part of the employer. Proving this is usually next to impossible, and takes several years.

Usually the only successful suits filed by workers are those that target a third party. For example if your injury was caused by faulty machinery at the worksite, you will receive workers' compensation benefits from your boss, but you can try suing the manufacturer of that piece of equipment. Count on five to seven years for resolving any third party liability law suits.

B. What about my rights as an employee?

They aren't what you think. Employee rights vary widely from state to state, and you need to ask a lawyer, your state workers' compensation office or an injured workers' group for details. Don't assume that compensation payments will just fall into your lap. In Louisiana for example, only 15,000 of the 80,000 workers injured in 1991 received any compensation payments. The average payment these workers received was just over $5,000.

However, every state has a penalty for failing to pay workers' comp benefits without just cause. If your benefits are unfairly withheld, your employer or their insurance company has broken the law. Don't give up this leverage when the time comes to resolve your case in court or at a hearing.

In addition to basic workers' compensation benefits, there are a few other benefits that you may be eligible for. The new Americans with Disabilities Act, the Family Leave Act, and Social Security Disability Benefits are all examples of additional benefits that can supplement your comp payments. These benefits are explained in detail in Chapter 3.

C. Isn't OSHA supposed to protect workers on the job?

Yes, but it doesn't do the job. The Occupational Safety and Health Administration (OSHA) is supposed to set standards for workplace safety. OSHA is also supposed to inspect businesses to identify workplace hazards, fine companies that violate standards, and offer safety training to employees. Unfortunately, OSHA itself

Wage Slave World News
TRASHY JOURNALISM FOR THE WORKING CLASS
JUNE, 1994 VOL. 5, NO. 3

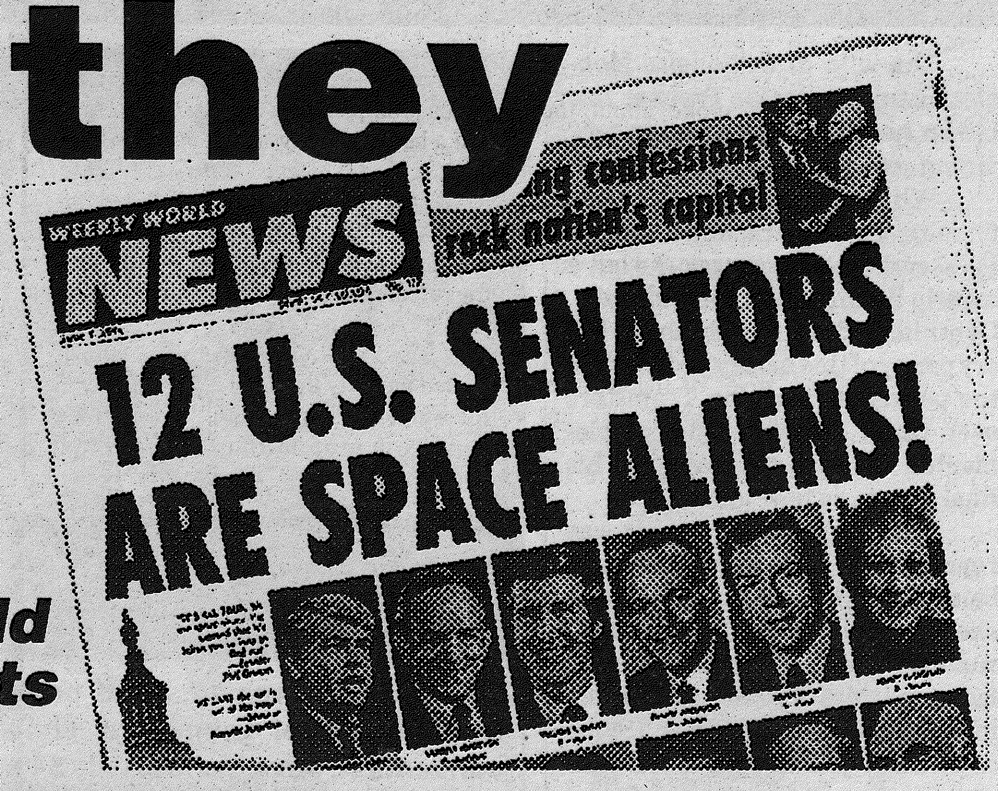
A special message exclusively to Wage Slave readers from President Clinton!

CLINTON SPEAKS!

A personal message of hope to America's wage slaves!

We know what planet they came from!

The facts the Weekly World News doesn't have the guts to tell you! BUT WE DO!



WEEKLY WORLD NEWS

ng confessions rock nation's capitol

12 U.S. SENATORS ARE SPACE ALIENS!

Strange but true!

Jackie Presser's Widow blows her inheritance and now pines away in poverty!

CHILD CHATTEL

The bosses' latest cost-cutting caper!

Top employers all over the U$A are drooling over the chance to make millions by using the latest in cheap labor; school slaves!

"This is the greatest thing to hit the job market since robots," says one elated manager.

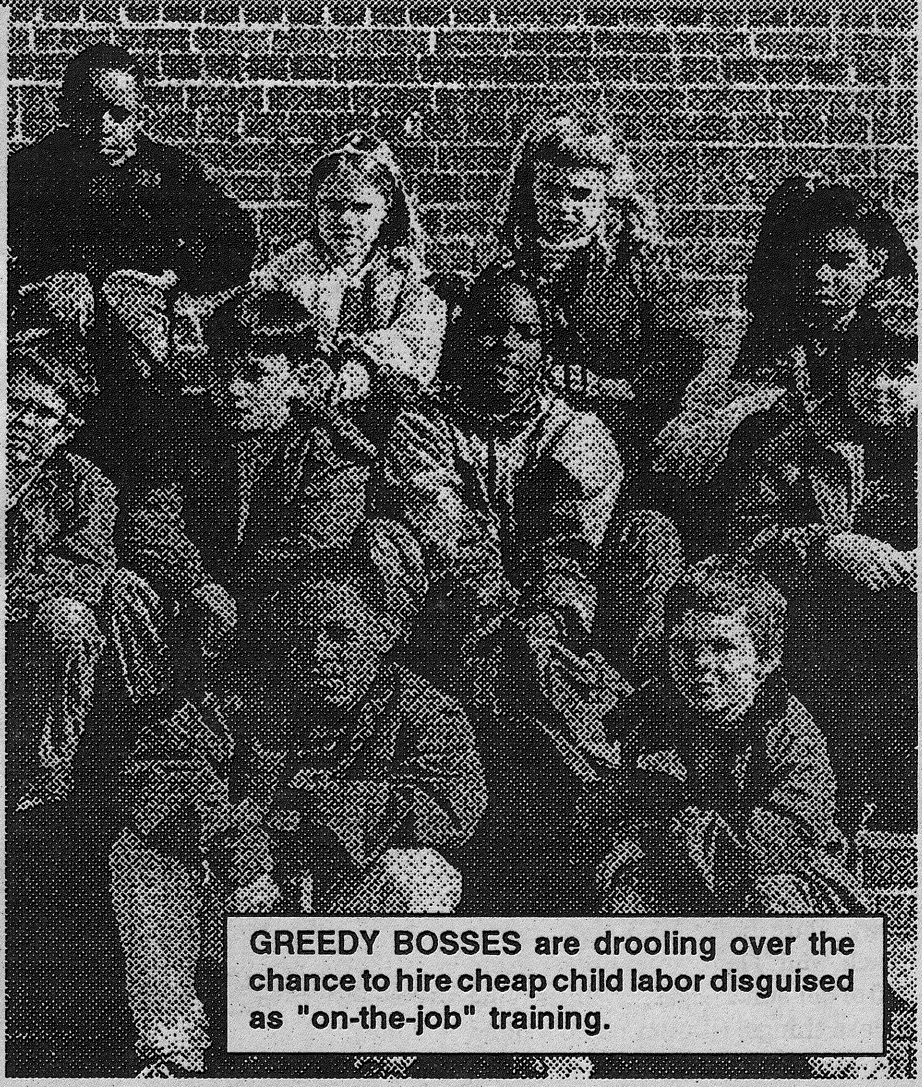
Academic servitude is the latest scheme to make future wage slaves marketable, say experts. High schools set up "internship programs" whereby the kiddies are placed with local employers to get "on the job" training on how to be a good wage slave. Of course, the wage-slaves-in-training don't get paid for the work they do, but instead receive academic credit towards graduation.

High schools love it. "There's no better preparation for the jobs of the future," remarked one Minneapolis school principal. "The kids are destined for nothing but lousy paying jobs anyway, so why not teach them early?"

For colleges it's an even greater scam. "Not only do our students work for free, but they have to pay tuition for the privilege," gushed one college administrator.

The new trend in "child chattel" is being greeted with enthusiasm by greedy bosses all over the U$A. Among the most excited employers participating in this program is Target -- a nonunion discount department store chain. "We've been forced to pay minimum wage for far too long," said one Target top-dog. "But now we can get our wage slaves for free, courtesy of the local schools."

Labor experts caution, however, that the "kiddie coolies" could force many adults out of paying jobs. "On the bright side, " said top labor expert George F. Swill. "This just might force many people back to school just to find jobs."



GREEDY BOSSES are drooling over the chance to hire cheap child labor disguised as "on-the-job" training.

DEAD TEAMSTER'S WIFE PLAGUED BY POVERTY!

The wife of millionaire Mobster/Teamster Jackie Presser has blown her inheritance and is now pining away in pathetic poverty!

When FBI informer and former Teamsters capo Jackie Presser died six years ago, he left a measly $4 million to his fifth wife, Cynthia, and his two children. Every penny of this money, stolen from the pockets of working Teamsters over many decades (and supplemented by FBI payments in his final years), is now gone.

Cynthia Presser's Jaguar was repossessed, her belongings are being sold off to pay her debts, and she has been forced into bankruptcy. Following in her husband's footsteps, Mrs. Presser is also facing embezzlement charges. (Some of the money she spent in her desperate efforts to keep a roof over her head was supposed to have gone to Presser's kids.)

Mrs. Presser -- who learned her financial management skills forking for the Teamsters' insurance and pension plans -- ran through $1.5 million in living expenses over the past six years (the rest went to lawyers, taxes, Presser's children and bad investments). Her bankruptcy filing lists $1.34 million in debts, all but $200,000 of it covered by assets such as two homes, the jaguar, fur coats, pearl necklaces, and other assorted jewelry, gemstones and knickknacks.

Now Mrs. Presser will be forced to make ends meet on a Teamster pension -- in her case about $120,000 a year -- thousands more than the average Teamster.

Cynthia and Jackie were married for only two years before he died, but she carries fond memories of their time together. "No matter how long it lasted," she told the Wall Street Journal, "my life with him was worth it."

FAT JACKIE Presser, dead president of the International Brotherhood of Teamsters, shown here at the 1986 IBT convention, gave his fifth wife $4 million, and she blew it all.

WAGE SLAVE WORLD NEWS

SENSATIONALIST WORKERS OF THE WORLD

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Workers of the World
Editor: Mike Konopacki
Writer: Jeff Ditz

This is a constitutionally protected magazine of political satire. Any similarity to actual persons is intentional.

Clinton's message of hope to America's wage slaves!

"Kiss it!"

According to the sexual harassment suit filed by former Arkansas state employee Paula Corbin Jones, President Clinton exposed himself to Ms. Jones and asked her to "kiss it!"

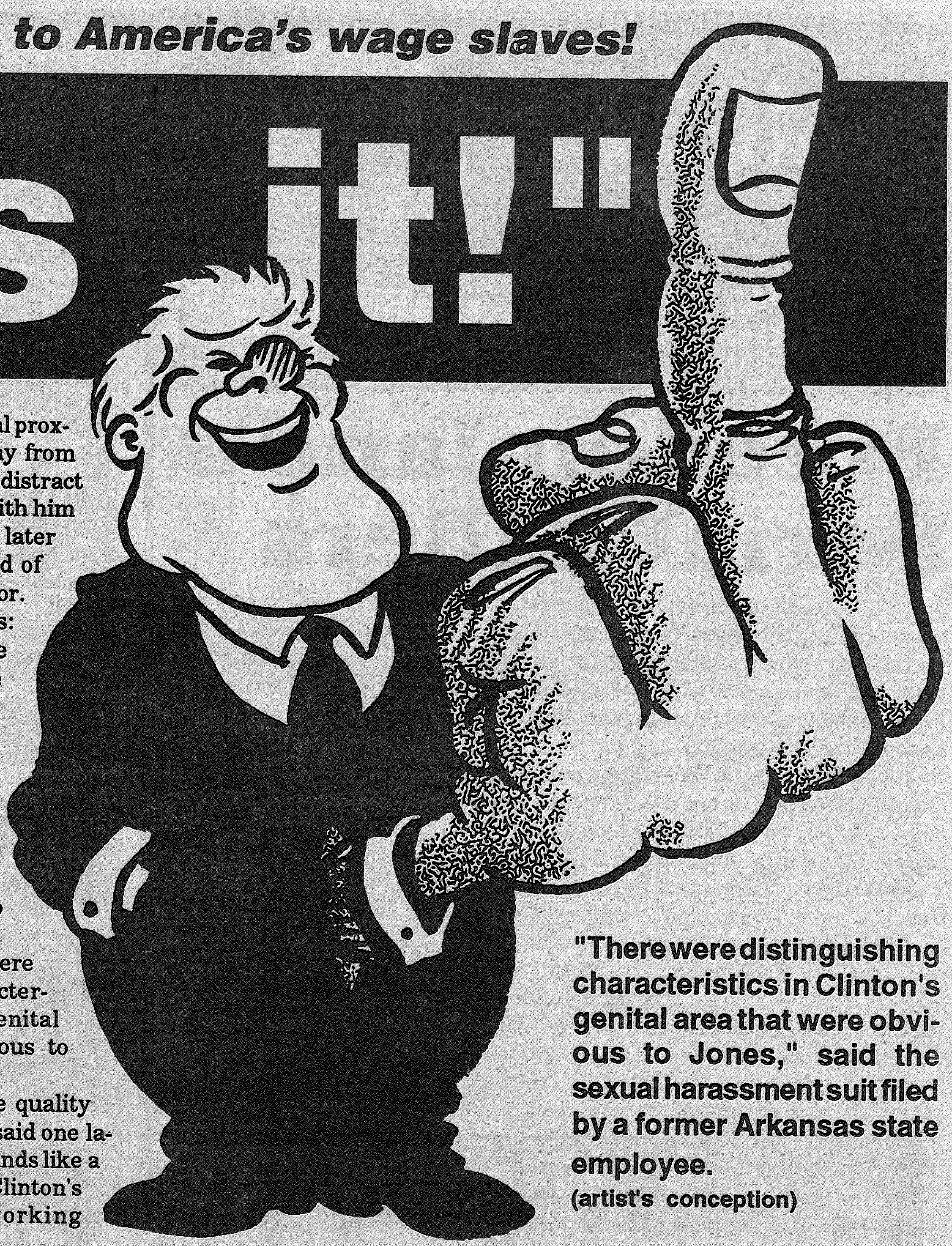
In a brief filed May 6, 1994 in Arkansas, Ms. Jones accused President Clinton of sexual harassment while she was an employee of the Arkansas Industrial Development Commission. Jones was working at the Third Annual Governor's Quality Management Conference on May of 1991 when Clinton allegedly called her up to his office suite.

Jones, a $6.35 an hour state employee, claims that after she arrived at Clinton's room he approached her and said "I love the way your hair flows down your back" and "I love your curves." Item 20 of her suit alleges: "While saying these things, Clinton put his hand on Plaintiff's leg and started sliding it toward the hem of Plaintiff's culottes. Clinton also bent down to attempt to kiss Jones on the neck.

Item 21. Jones exclaimed, "What are you doing?" and escaped from Clinton's physical proximity by walking away from him. Jones tried to distract Clinton by chatting with him about his wife. Jones later took a seat at the end of the sofa nearest the door. Clinton asked Jones: "Are you married?" She responded that she had a regular boyfriend. Clinton then approached the sofa and as he sat down he lowered his trousers and underwear exposing his erect penis and asked Jones to "kiss it."

Item 22. There were distinguishing characteristics in Clinton's genital area that were obvious to Jones.

"This sounds like quality management to me," said one labor expert. "It also sounds like a great metaphor for Clinton's attitude toward working people."



"There were distinguishing characteristics in Clinton's genital area that were obvious to Jones," said the sexual harassment suit filed by a former Arkansas state employee.
(artist's conception)

Supermarket rag refuses to say where plutocrats come from!

They're from Pluto, you idiots!

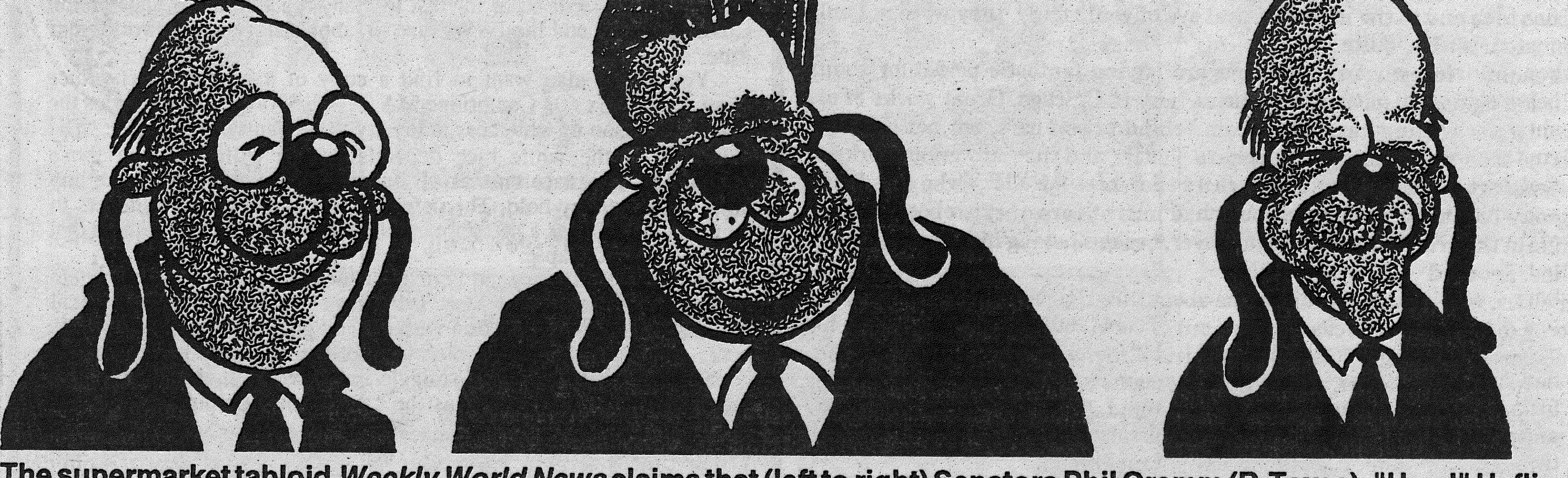
The supermarket tabloid *Weekly World News* claims that twelve U.$. Senators are space aliens and that "The destiny of the most powerful nation on Earth is being shaped by entities who aren't even human!"

"What a bunch of bull hooey!" said aged labor icon Joe Hill. "Every wage slave in this country with half a brain knows that our government has always been made up of inhuman creatures, they're all a bunch of plutocrats! They come from Pluto!"

According to Webster's Seventh New Collegiate Dictionary, a plutocracy is defined as, 1: government by the wealthy 2: a controlling class of rich men. 3: a government of corporations, by corporations and going to the dogs.

Hill came out of retirement to blast the supermarket tabloid for refusing to identify what planet the senators were from. According to an exclusive report in the June 7, 1994 *Weekly World News* a space alien met for 25 minutes with President Clinton and identified twelve U.S. Senators as space aliens but refused to identify which planet the alien lawmakers were from. "Oddly enough, the extraterrestrial alien refused to pin-point the planet or star system he and the alien senators came from," said the *News*.

"What a bunch of wimps," blasted Hill. "I've known all my life where these creatures are from! What the hell do you think 'Pie in the sky' means anyway? Why the hell didn't they have the guts to ask someone who knows, like an average working stiff? In my opinion, it's just sloppy journalism!"



The supermarket tabloid *Weekly World News* claims that (left to right) Senators Phil Gramm (R-Texas), "Howl" Heflin, (D-Alabama), and Alan Simpson (R-Wyoming) are "entities who aren't even human." "Any wage slave with half of a brain has known that for centuries!" says labor icon Joe Hill.

People t back!

m a really fine and really useful book
vive and Change the Workers'
from EHN Books PO Box 16267 Chesa-
Discounts for quantities.Telephone 804-
Temmink editors, Mike Konopacki illustrator.
siana Injured Workers Union used by permission

admits that the agency does not live up to its official mission. A recent report estimated that OSHA itself admits that the agency does not live up to its official mission. A recent report estimated that OSHA does not report forty to sixty percent of the 60,000 workplace deaths that occur each year. Even serious violations, when detected, are only given minimal fines averaging $340. According to the US General Accounting Office OSHA penalties are only a fraction of what they should be, and the penalties do not stop violations of safety codes. The bottom line is, don't count on OSHA to protect you.

D. Isn't the federal government looking into these problems?

The government doesn't' do as much as it should. A federal government agency called the National Institute of Occupational Safety and Health (NIOSH) is responsible for researching workplace safety and occupational disease. Unfortuinately, NIOSH's research is directed by OSHA – an agency not known for aggressively pursuing worker safety. NIOSH could do some good work. So far this kind of pressure has not bee applied.

E. Why isn't the government doing more to help workers?

The government does what it is told to do. Traditionally business and insurance companies have talked to the government more about these issues than injured workers have.

F. What about my legislators?

They may be able to help. Talk to them about your situation and ask if they can make a call to speed your case along. They may help you win a small victory, especially if workers' compensation laws are on the legislative agenda that year. Just don't expect too much from your legislators. As politicians, they will always be balancing many different interests that may not coincide with yours.

G. Can my union help?

Yes it can. Unions can provide support to injured workers in many ways. It may take some persistence, but if you belong to one, by all means ask your union for help. However, there are legal limits to what the union can do for your compensation case. The union may also be afraid to act on your behalf under certain circumstances. Even with the best kind of union support the responsibility for keeping your case moving forward rests with you.

Defining a Mindset to Deal with the Problem

A. Debunking the"malinger" stereotype

We all know the image. Worker "A" fakesor exaggerates an injury and then stays home by the swimming pool collecting a handout from his employer. The malingerer stereotype assumes two things: one – that injured worekrs are given hefty checks that allow them to live in style; and two – that most workers would rather be sitting at home than working.

Neither of these asumptions is correct. Most injured workers on comp receive only tow-thirds of thier regular salry – if they are lucky. In most cases, these payments do not include health insurance, retirement, vacation, and other benefits normally associated with a job. Even if the benefits were better, the majority of people who are injured or become ill on the job just want to get back to work so they can resume their normal lives. Think about it – who would want to pretend they were injured so they could make a fraction of their former salary, and be una ble to look for better paying work?

Whether or not the stereotype makes any sense, it is persistent. So persistenet in fact, that even workers who know their injuires are real may start to blame themselves for being unable to work. Nothing could be further from the truth. As an injured worker, refuse to buy into this stereotype. If you are injued, you are injured – period. What is important is deciding how to deal with your injury once it happens.

B. It's your problem – you must take the lead

There's no denying that, as an injured worker, you are faced with an unfriendly system. How to deal with it is up to you. You really have two choices – either sit back and take your chances with the system as it stands, or take the initiative, educate yourself, and try to stack the odds in your favor. This book assumes that you are ready to take the latter option. If so, you will need to learn the ropes so that you can make the system, and your life, work the best they can. Don't bother waiting for someone else to take on this responsibility for you. If things are going to get better – both for you and for all injured workers – it's going to take the hard work of people like you who are tired of business as usual, and who are ready to change the system.

L&I
UNFAIR
TO
WORKERS
CHEMICALLY-
INJURED
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C. Setting Priorities

If you are an injured worker, there will probably be pressures on you at all times. In order to keep your bearings through it all, you need to set some priorities. The following guidelines deal with bottom line issues that will require your attention.

Priority 1: Take care of your health. Your injury or illness is what triggered this situation, and regaining your health is the key to getting out of it. Take good care of yourself, and don't let your health slide. If you allow your condidtion to deteriorate, or sacrifice your medical care so you can pay for other things, you are making a mistake. By ruining your health through neglect, you may pay a much higher price for your injury than is necessary – a price you will have to live with for the rest of your life.

Priority 2: Take care of your finances. Most injured workers find themselves in a financial bind very soon, and money woes make everything harder to deal with. But there are ways to cope.

Priority 3: Take care of the movement. It doesn't take long to realize that a few people together can be much stronger than one person alone. Across the country, workers are coming together to support each other and press for changes in the system. If you want to improve conditions for yourself and other injured workers, join the injured workers' movement.

These three priorities are ranked in order of importance for a reason. Your health comes first, your finances second, the movement third. Don't neglect your health for money. You can't regain your income without your health. Don't neglect money to help build the movement. You can't help other injured workers if you are living in the street.

Starting an Injured Workers' Group

A. Why be a part of an injured workers' group?

Just about every group in America that faces a common problem has formed its own organization. The reason is obvious – it is easier to work on problems together than it is to tackle them alone. You may already be a part of a support group that is helping to address some of the issues you are facing as an injured worker. If so Chapter 7 gives some specific ways to fight for your rights. However if you have not found a group that shares your interests, you may want to put a group together specifically for injured workers.

What can a group of injured workers do to make a difference? Start with support – people facing similar obstacles are likely to be more sensitive to each other's problems, and are more likely to have information about how to manage those problems. A great deal of energy and heartache is saved when workers exchange news about dealing with the system.

Second, injustices in the system need correcting. But the system won't change without an organized voice that is fighting for safer workplaces and better treatment of the injured. Unions and groups for victims of brown lung, black lung, white lung and other occupation l diseases have made important progress for worker rights. But until recently, there were no umbrella groups fighting for the rights of all injured workers. As an injured workers group, you can press for changes on issues that groups with narrower interests might not address.

Third, the potential for injured workers to become a voice for change is largely untapped. Nearly 10 percent of the workforce is seriously injured every year. Yet most injured workers don't even know they have the option of organizing. If you are able to help bring some of these workers together, you will be carrying forward the battle for labor rights in a new way.

B. Guidelines for leadership

Whether you are alone and starting form scratch, or already know people that want to start an injured workers' group, be prepared. Starting any kind of group is a demanding job that requires a great deal of energy. But unlike say, a bowling club that people join for fun, this group will be made up of people who join because they are hurting and want to do something about it. This is good and bad. It is good, because the members will be motivated and ready to act. However, the members will also have emotional and physical baggage that may make them difficult to work with at times.

For all these reasons, leaders within an injured workers' group tend to be less like authority figures and more like steadying forces that keep the show running. If you are taking a lead position within the group, keep these pointers in mind:

1. Take inventory of your skills
2. Plan to stick to it
3. Set clear goals
4. Don't try to do it all
5. Form a team

Step 1 Take inventory of your skills

Review your history. Have you been a member of other groups? Have you ever run a group before an, if so, was this group involved in controversial issues? Assess your own level of experience and decide what you would be most useful and most comfortable doing. If you want to help run the group and don't have much experience, identify the skills you will need to improve. You may need to bone up on running meetings, delegating tasks and working with the press.

Step 2 Plan to stick to it

It will probably take at least a year or more to form a core group that will keep the chapter running. Making an impact on workers' compensation policy in your state can take years. So don't accept a leadership role unless you are ready to nurse the project along for a while.

Step 3 Set clear goals

When several injured workers come together, they need to have a sense of purpose. Keep the goals simple, and it will be easier to keep people focused. An example, of a good overall goal is: "To help workers and the families of workers who are injured or made ill during the course of their work." The group can't go wrong if you concentrate on working toward that end.

Step 4 Don't try to do it all

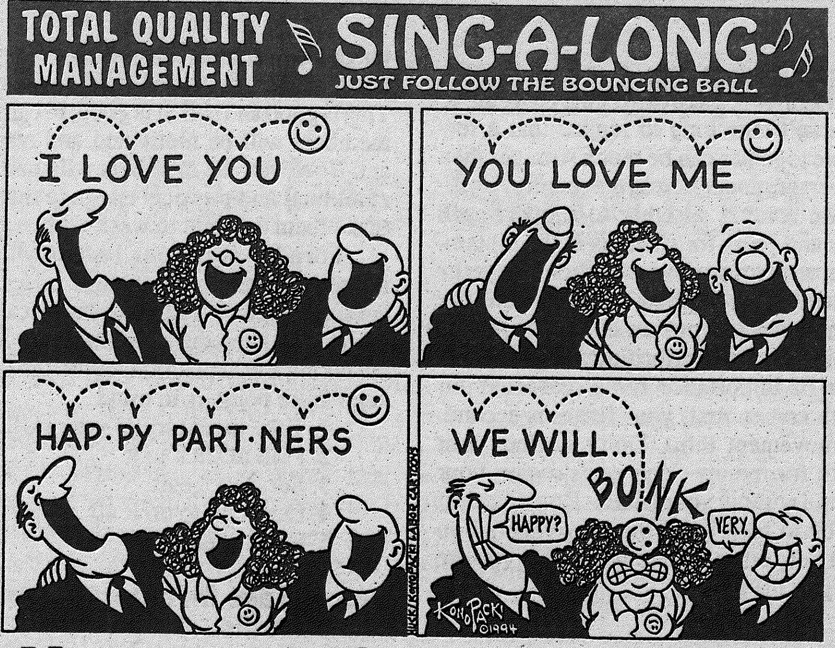
Being a leader brings its own set of stresses. Group members will look to you for answers and may want you to be on call at all hours. Set limits for your involvement. You can't meet everyone's needs for information or support. Members must take responsibility for their own cases. The leaders are there simply to help other members help themselves.

Besides, setting yourself up as an all-knowing authority can be dangerous. The laws governing workers' compensation are complex and change often. If you give advice without doing the necessary research, you may endanger a worker's case or risk being sued. Your best bet to admit if you don't know the answer to a question and offer to do whatever you can to help find the answer.

Step 5 Form a team

Part of setting limits for yourself involves recognizing where you need help. Pick the areas of activity that you like best, and that will give the most to the organization. Then ask others to do what you can't do or to be available when you need to take a break.

Some groups use a formal structure with officers such as president, vice-president, secretary, and treasurer. If you go this route, it is best to rotate leadership at least once a year to include as many members as possible. Other groups organize themselves as a set of committees such as steering committee, planning committee, and membership committee. This wheel model spreads the workload more evenly and avoids the headaches that come with keeping power among a few people. No matter how you do it, the group will need a team to lead the way. By helping to build this team, you make sure that both you and the organization will be strong in the long run.



Hi-tech Organizing

-- from page 1 --

time, kinko's responded by creating retroactive policies banning the Factszine. On Mayday, 1994 the second issue of the Factszine went out and precipitated a flood of responses by mail, phone, fax and email. The hesitancy of many coworkers to the first Factszine was overcome by the second issue.

The first weeks of May have been a whirlwind of activity as spontaneous organizing has started around the country. Currently, the kCN is actively developing pamphlets, organizing resources, and organs of internal democracy to meet the ever growing demand. At the same time, while kinko's first responded by a campaign of harassment, it has now backed down and seems to be taking a more open view of the possibilities. The kCN and DWN actively need your support and help to build and strengthen the fight for the rights of workers in the Duplication industry.

While kinko's seems to have backed away from the round of firings that some areas seemed on the verge of perpetrating, we do not know how the next few weeks and months will develop. At the same time, kinko's workers need to know that the IWW will not let them down, and that with the solidarity of the union they are not alone. Please contact the Duplication Workers Network to let us know how you can help out.

Josie

Kinkos CoWorker Network
& IU450 Duplicators Network
4722 Baltimore Ave
Philadelphia PA 19143
215-747-0855

kinkos Coworker Network

What is the kinko's Co-Worker Network? The kCN is a free association of kinko's workers dedicated to promoting education, solidarity, and mutual aid among kinko's co-workers. It is open to all kinko's hourly co-workers, but also welcomes support and aid from those in kinko's management, so long as that assistance does not jeopardize the independence of the network, or the interests of kinko's co-workers.

How does the kCN operate? The kCN acts on the initiative of its membership. It's primary goal is to promote communication and coordination among co-workers acting on a local and regional basis. On an international level, the network edits and distributes the kinko's Co-Worker Factszine, as well as coordinating the development of pamphlets and manuals on workplace safety, work tips, and job satisfaction. It is also available for use by the network membership to disseminate their ideas and opinions regarding the organization and operation of kinko's, as well as to collect information and compare notes regarding the local operations of kinko's. On a regional level, the network promotes meetings and exchanges among co-workers so that they can better understand the operations of their particular partnerships, and so that they can coordinate their activities in those partnerships. On the store level, the network promotes solidarity among the co-workers on the shop floor, and the coordination of information and action regarding their particular store.

Is the kCN a Union? The kCN takes no specific stand on the issue of unions or unionism. It believes in the free exchange of ideas and is committed to supporting it's membership in their endeavors. In all of the countries in which kinko's operates it is a free choice of each worker whether they favor a union or not, and workers are legally protected in making this choice. As such, the question of unions can only be determined by the network membership, and ultimately, by the kinko's workforce in general.

How do you join the network? Simply by filling out the coupon attached to this pamphlet and mailing it in you can join the network. It is your choice whether you wish to join as part of a local network group, or to remain an individual member of the network. We will consider all information you provide us with strictest confidentiality, yet we encourage open communications with other members of the network. As part of the network you will receive all the regular publications of the network, and have the opportunity to participate in network meetings and take part in network decision making. You will also be able to make use of the regular network mailings to discuss issues at kinko's.

Health & Safety in Quick Copy Biz

If kinkos were giving prizes for the understatement of the year, the tip award would surely go to the first co-worker that mentioned that the Material Data Safety Handbooks were a little bit difficult to comprehend. The truth is that even if we all understood the significance of the chemicals on their respective labels, the MDSHs offer no practical advice on what to do about it.

I often suspect that when people try to read the MDSHs they only get frustrated, give up, and walk away telling themselves that it must not be too bad or management would have to let them know. In fact, management doesnt appear to understand the MDSHs either, or care at all about any procedures that might keep themselves and their co-workers safe from the chemicals in their stores. This kind of cover-up is no substitute for a real training program.

The message they are sending us seems pretty clear; if we want to be safe and healthy, we are going to have to take responsibility for it ourselves. Obviously, we as co-workers cant fix everything in our stores. Some things like getting natural lighting, or being sure the buildings are adequately ventilated we have to bother managers to do for us. Other things we can and should be doing ourselves. Here are some simple safety guidelines to pass around. If you can think of more, please send them to the Factszine ASAP so we can share them too.

Chemicals: Expose yourself as little as possible to any chemicals you use. Wear gloves when you are changing toner, cleaning counters, cleaning machines, or doing your dishes. Try not to breathe in chemicals by standing back and waiting for things like toner, cleaning sprays, cleanser, or paper dust to settle before wiping them up. Using a damp rag helps keep dusty things from stirring back up where you can breath them. Paper dust is not your friend, ask for a particle mask when you are doing large spiral or velo binding jobs. When you mix cleaning chemicals with water always use cool or luke-warm water so you dont create steam and breath it. Never mix chemicals together. Be aware. Think about things before you do them.

Machines: The first thing you should do when you are going to use a machine is examine it for any printed warnings or obvious fail safe devices. For example, all copy machines have stickers inside that say Caution, this roller is Hot! Some machines also have guards and some wont work if their guards or covers are not in place. Next, get training from a real live person who has used the machine before and has an idea the hazards are. Remember, real training is a rarity at kinkos: an experienced key-op may never have received any manufacturer training or even seen a manual. Therefore, search out people, if necessary at another store or company, who really know and can ____ the hazards.

Always keep yourself as neat as possible to avoid getting clothing, hair or jewelry caught in the machine. Never disable a fail safe, even if it makes your job go faster. You are paid by the hour, so get paid to be safe. If a machine breaks down, stop using it, call your supervisor, or call for service. By definition, if a machine is broken, it is outside the manufacturers normal operating guidelines. This may mean that if the machine normally is safe, it may no longer be safe. Besides, trying to fix it yourself or continuing to use it when it's broken may violate the service contract.

Anyway, if you have not received proper training on how to fix or operate a broken machine from a competent professional, it is a violation of federal law to make you do it. Remember: A safety program is required in all workplaces by law. If your store doesnt have one or if they are faking it and denying co-workers access to safety resources, you should complain. And you should do it in as much graphic detail as you can. If you are ignored try calling your local Health Agency, or OSHA to arrange for an inspection of your store. We are all forced to sign the coworker agreement stating that kinkos is doing all it can to ensure our safety. Would you bet your life on it?

Watch out for yourself

Stay safe! The Network is working on a more comprehensive booklet covering many of the common hazards at kinkos. Please contact us for more information.

Statistics and Lies

If you were to pay any attention to the Russian government's official unemployment figures, you might conclude that there was no problem. According to the latest statistics, there are now 835,000 jobless people in the country -- barely 1 per cent of the workforce. Russia today is one of the world's centres of concealed unemployment. The mechanism is simple; firms which cannot maintain production at previous levels pay workers a fraction of their usual wages and send them on forced vacations. There are other types of concealed unemployment as well: shortened workweeks or workdays, or keeping employees at their workplaces but giving them almost nothing to do.

Providing a firm estimate of the extent of concealed unemployment is difficult. The Russian State Committee on Statistics, however, cites a figure of "up to 12 million," which together with the officially registered unemployed suggests a total of about 13 million workers who do not have jobs. This is about 18 per cent of the Russian workforce -- closer to what you would expect in a country gripped by catastrophic depression. The only reason the figure is not far higher is the continuing support of state and many privatised enterprises by the government. Cheap state credits are the only thing saving many firms from bankruptcy.

Of the registered unemployed, 75 percent are women, more than half of them with higher education. People aged from 16 to 29 make up 30 per cent of the jobless. Among unemployed youth, almost every third person has just graduated from an institution of higher or special education.

Dropout From the Me Generation: A Working-Class Kid's Long, Strange Trip

Under the Bridge: Notes from a Me Generation Dropout, by Randy Viscio.

Randy Viscio's *Under the Bridge* is a wild ride, a highly personal narrative of a working class kid's coming into his political and activist consciousness. In this autobiographical work Viscio traces his development from early childhood to the authority questioning, focused college radical.

Experienced organizers may want to skip over the early chapters where Viscio, in agonizing detail, laments over childhood alienations. Later sections get to the heart of his actions fighting the powers-that-be of Hampshire College and the University of Massachusetts.

The book has an anarchist feel to it. The author arranges narrative into chapter headings and "notes," where his political asides are often poignant and amusing. News clippings from the Reagan/Bush years and political cartoons by Harry Petzold spice the mix.

Viscio's writing style is casual and easy to read. He makes the mundane bearable while helping to tie things together. As he tracks his high school dropout, early independence at 16, immersion in the drug culture, odd jobs and his associations with the "community" of the Grateful "Deadheads," Viscio includes a great deal of extraneous personal experience that would no doubt have been edited by a more commercial publisher. But his observations and assessments often bring random events into anti-authoritarian perspective.

The author's keen sense of justice and recognition of the inherent abuses of authority systems like our military-industrial complex is evident throughout the book.

Viscio's resolve, fed by his sense of seeking a balance, placed him at the front of student movements at U Mass while also organizing on an inter-campus scale. Protests and occupations on the Amherst, Mass. campus over military-funded research are recounted in detail, with post-mortem analysis of their effectiveness and failures. Of particular interest here are the ways the police and press acted to serve the interests of the school administration.

The idealism of his early student organizing has been tempered to some degree. Viscio became frustrated with fellow students' apathy as they yielded to pressures to finish school. He concludes that "the primary force of change in this country" may no longer rest with students—that it may already be a bit late by the time they get to college.

Viscio seems to be moving toward a more broad-based approach to change. He looks to individual responsibility more than ever. And he leaves the whole tale open-ended and challenges the reader to get out there and organize for a better world.

This book is available through the IWW Capital District Group (Box 74, Altamont NY 12009; 518/861-5627) for $7. Please inquire before sending funds, discount available for orders of 5 or more.

—Greg Giorgio, X341883

The Life of Elmer Smith, Defender of the Centralia 8

The Centralia Tragedy of 1919: Elmer Smith and the Wobblies, by Tom Copeland. Seattle: University of Washington Press, 1993, $17.50.

Despite the title, this is a book about Elmer Smith, not about the attack on the Centralia (Washington) IWW hall by a gang of armed thugs. The fellow workers resisted the attack, four of the thugs died in the gunfire, and the mob lynched IWW organizer Wesley Everest. Eight Wobblies were then railroaded to the state penitentiary on murder charges (another turned state's evidence and was judged insane, a tenth was acquitted as was Elmer Smith—the attorney who is the subject of this biography). The eight were buried alive in the Walla Walla prison for 13 years (one was held another six years because he demanded a pardon, another died during his 11th year in prison).

Copeland is fundamentally unsympathetic to the IWW and to Elmer Smith, whom he criticizes for his "blind compassion for the workers," his lack of financial success, and his "average legal mind." Yet for those willing to overlook his disdain for working-class emancipation (and his contempt for workers, evidenced in his attempts to lay the IWW's successes and failures at Smith's door) Copeland provides abundant evidence that the Centralia 8 were railroaded and a detailed account of the brutality and repression used to crush our organization in the Northwest timber fields.

Despite his ideological blinders, Copeland is a clear writer and a careful historian. He makes a convincing case that Wesley Everest was not actually castrated by the lynch mob, and presents evidence showing that (though Copeland never says so) that Edward Coll—a Legionnaire who joined the campaign to free the Centralia prisoners and helped legitimize the issue in more conservative circles—was an opportunist seeking to live off IWW defense funds.

Smith dedicated the bulk of his life to the struggle to secure justice for our fellow workers. He was one of a handful of (largely unknown) lawyers willing to represent political and labor radicals in the early part of this century. In addition to heading the Centralia Publicity Committee and speaking (when mobs and authorities permitted) on its behalf, Smith represented IWW members charged with criminal syndicalism and workers seeking compensation for injuries caused by unsafe working conditions. For his trouble—and for his persistent efforts in behalf of the Centralia 8 long after they had been forgotten by their persecutors—Smith was ostracized, disbarred, and driven into poverty.

Smith comes to life in this often-moving, readable biography. And there is no better account of Centralia presently in print. It's not perfect, but its well worth reading.

—Jon Bekken

Labor Tech: where's our ticket on the info railroad

— from page 1 —

information is available, developing our own sources of information and our own software to process it. It is vital to get in at the start, before the big money moves in. Jonathan Tasini of the National Writers Union concluded the presentations by discussing his union's efforts to defend the rights of their members to be compensated for work that publishers are selling via these new communication technologies.

A lively discussion largely focussed on the implications of the metaphors being used in the ongoing policy debates. People objected to the "Highway" metaphor on several grounds, most notably its fixed character and unfriendly ambiance. Others argued that the system being proposed was not a network or a web or some other friendly thing, but was precisely a Highway (more precisely a toll road) with shopping malls in the median. I suggested that a "Railroad" was a more appropriate metaphor—a highway, after all, is publicly owned and relatively accessible (to those who can afford a car), in some parts of the country highways are even free.

Several people brought the discussion back down to earth. One spoke of his efforts in Chicago to protect the local public library system from devastating cutbacks, and to develop computer access centers in libraries. Most people in the inner cities, he argues, will not be able to afford to access computers and the information they carry otherwise—many are unable to afford even a telephone line, let alone a computer and modem. Others noted that information technologies are not being developed to facilitate communication between people—rather these technologies are part of a broader assault on workers' working and living conditions. (This issue was returned to during a plenary session, and in a later workshop on the changing workplace in which participants discussed the impact new technologies were having on their jobs and possible responses including negotiating over their introduction and renewing the struggle for shorter working hours.)

International Labor Communications

Steve Zeltzer of San Francisco's Labor Video Project opened this session by noting the potential for workers to use communication technologies to coordinate joint struggles and exchange information across national borders. The new world order forces workers to link with each other internationally in order to defend their interests against transnational employers. "The idea that American workers can solve their problems alone is ludicrous," Zeltzer said. Jesus Salguero of the Mexico City-based Canal 6 de Julio then briefly discussed their work as independent video producers. Canal has no distribution or production facilities—instead they show their videos (most recently one on the Chiapas uprising) to community groups.

Dave Spencer (Indiana University) discussed his labor education work in Sri Lanka and the possibilities to use satellite and computer technology to facilitate concrete solidarity projects with workers whose conditions directly impact on the living and working conditions of U.S. workers. Ann Marie Sweeney, a British labor film and video producer, challenged the technological optimism of many of the other participants, noting that many people in Britain do not have access to computers, video and other communications tools that we seemed to be taking for granted.

Allen Martin, a shop steward at Ford's Dagenham (England) engine plant, echoed her concerns, noting that hardware is much more expensive in Europe than here. Both Martin and Sweeney criticized the lack of internationalism evident in the conference agenda and discussions. Martin noted that unions are already using computer communications, but that the information tends to circulate only among union officials. What is needed is to bring the exchange of information down to the shop floor—for example, to establish regular, ongoing discussions among workers at all the Ford plants so that they can organize effective resistance to Ford's efforts to get workers in different plants and different countries fighting amongst themselves to see who will do the work the cheapest.

Along these lines, one participant noted that a recent TIE (Transnational Information Exchange) conference of telecommunications workers held in Mexico City had decided to establish a computer conference for North American telecomm workers which is being set up in coordination with LaborNet and APC affiliates in Canada and Mexico.

Which Way on the Superhighway?

Jonathan Tasini, Andrew Blau and Barbara Easterling (Communications Workers of America Secretary-Treasurer) kicked off the conference's final day with a Plenary Session on this subject. Tasini noted that we are entering a "fundamental struggle for how our society will live and who will control the flow of ideas." The debate over the Information Superhighway is about power, and billions of dollars are being spent to organize the new information systems around one guiding principle—profit. Labor is not at the table in these struggles, and those "public interest" groups that are involved rarely consider workers' needs. We need to begin a discussion at the grassroots before meaningful intervention in national policy debates is possible. Do we want an information superhighway? Will our members be able to afford it or have the skills and facilities to use it? Will workers have the ability to communicate on an equal footing with the corporate world, or will we be subjected to a one-way, pay-per-use flow of advertising, information and entertainment? "We should not automatically pray at the altar of new technologies," Tasini concluded. We need to ask whether this is a technology we want. "If the information superhighway is constructed, we need to ensure that it is built as a public resource, not as a trough for profit.

Easterling's speech focussed on how CWA has sought to protect its members in negotiations with the telephone companies. She noted that the Telcos see the Information Highway as video on demand and home shopping—with 3.5 percent off the top going into their coffers. "We cannot allow this to be the future." Easterling argued for the need to struggle for Universal Access to new communication technologies, and to ensure that the gap between information haves and have nots (domestically and internationally) does not expand. "Working Americans should not allow themselves to become the road kill on the Information Superhighway."

The discussion continued in a workshop on Access and Alternative Voices in which participants debated the most effective means of challenging the emerging information order. Many argued for focussing on the grassroots, for using access centers, cable channels, computer networks (such as LaborNet) and such to begin a debate over communications and a familiarity with and demand for communication tools. Access is about process, Elsa Rassbach argues—about workers developing their own identity and voice. Workers' power lies not in Congress or in the Clinton White House, but in our local communities. Vibrant local labor programming will force attention from higher-up.

Others spoke on the potential of video and computer communications and of their frustration in seeing many in their communities excluded from access to these tools and the information conveyed over them by economic barriers. I suggested that policy debates could not be neglected for the vital work of creating local programming, pointing to the example of the labor movement's early involvement in radio before regulators transformed the medium from its non-profit origins into a corporate vehicle for commercial messages. Someone from LaborNet discussed their ongoing efforts to develop industry computer conferences; someone else proposed using the network to facilitate an electronic daily labor newspaper; others pointed to the need to develop connections between the various computer systems (most unions in Canada are on Solinet, in the U.S. the AFL-CIO is setting up conferences on Compuserve while many rank-and-filers are on LaborNet, internationally many unions are on the Geo networks—although it would be technically simple to set up an exchange of information between the various conferences this does not happen though Solinet has agreed to post its weekly summary of Canadian labor news to LaborNet); others pointed to international networking as offering the only way unions could effectively challenge transnational employers.

This report mentions only a handful of the presentations. Other sessions addressed a wide range of topics: software suitable for contract research and data, labor video strategies, desktop publishing, computerizing local unions, labor radio, public access, corporate culture and women and technology. The conference was held in coordination with an International Labor Film and Video Festival featuring more than 100 productions ranging from short subjects to feature films. A 30-page descriptive catalog (including contact information for those interested in ordering the films) is available for $8.50 from the Labor Education Service (University of Minnesota, 271 19th Ave. South, Minneapolis MN 55455).

Dear Molly & Ned

Want To Pass Your Drug Test? Just Drink Water!

Drug tests in the workplace have become popular in recent years. This is not surprising—employers are always looking for new ways to assert control over their employees. And it is also not surprising that employees, convinced that what they do on their own time is not any of the boss's business, have been looking for ways to beat the drug tests. It turns out that there is a very simple way to do this: drink a lot of water.

This (no doubt) welcome news appeared in the March 1994 issue of the *Forensic Drug Abuse Advisor*. The researcher reporting this finding, Dr. Edward Cone of the Addiction Research Center in Baltimore, Maryland, had been looking into claims that various herbal teas have the power to cover up traces of drugs in one's urine. To determine whether this was so, Cone designed an experiment in which the test subjects would consume an illegal substance (the two substances used were a "standardized marijuana cigarette" and 40 milligrams of cocaine), and would then consume a dose of herbal tea mixed in one gallon of water one day later. The subjects' urine would then be collected at regular intervals to be tested for drugs. As a control, subjects would also use drugs and then simply drink a gallon of water.

Cone discovered that those subjects who drank a gallon of water, whether tea was mixed with it or not, would pass tests for marijuana use with flying colors. They would also pass tests for cocaine use, although only for a few hours. Cone also found that when the subjects drank a gallon of water mixed with 50 milligrams of a diuretic, they would pass tests for both cocaine and marijuana with no problem whatsoever.

The editors of the *Forensic Drug Abuse Advisor* note, "This observation will cause some consternation in the drug testing community." This is a bit of an understatement, it would seem.

READERS:
Please send your stories of workplace adventures in direct action to:

Molly & Ned
Industrial Worker
4043 N. Ravenswood #205
Chicago, IL 60613

The Wage System

In 1979, the average weekly wage of a male worker over 25 years old was $418 for forty hours of sold time, as measured in 1982 constant dollars. In 1993, the same wage-slave could be purchased for the same amount of time for $373 in constant 1982 dollars. Women wage-slaves sold themselves for much less in 1993, $278; but this was up from the $245 they got in 1979 for forty hours work.

An employer, who spoke to the "Industrial Worker" on the condition that his name not be used, said, "This is welcome news indeed. We thought for years that the working class in the United States was being paid far too much. Our profit rates were dropping and many employers, quite frankly, were thinking of risking their capital outside the relatively safe, (in the sense of class conflictual—IW) confines of U.S. national borders. We had to increase the productivity of our (sic) employees by, among other things, lowering wages, while at the same time appearing to do something decent to soften the blow. The solution was found in automating many of our production units, the traditional way of increasing labor productivity, while at the same time hiring more women into newly reorganized companies, doing jobs more cheaply than we might have gotten men for in the past.

The results were most gratifying. Not only has the productivity of the employed gone up tremendously since the beginning of the '80s (GDP in billion of constant 1987 dollars was$3,700 in January, 1980 and $5,200 in December of 1993—IW); but overall wages in constant dollars have decreased. (Wages in constant dollars have decreased in manufacturing, mining and other industries by around %4 in the U.S.). And, if the middle class (sic) cries impoverishment, we always say that we were just trying to, "do the right thing" by increasing the pay of women workers. Perfect, no? Keep the employees competing with each other to sell their skills for lower prices, while we play the men off the women in the oldest game in town—divide and rule. (While the liberals and conservatives argue over the scraps—IW.)

When asked by the "IW" about what would happen, if the wage and salary workers found out about this manipulation, the answer was quite straight forward, "Employers don't have a thing to worry about. Very few workers read the Wobbly press. The overwhelming majority of our (sic) employees believe themselves to be middle class and in the U.S. they think they are better off than any other workers in the world. So, they tend to put up with a lot. This makes the country a very stable place for investment.

We will continue to make oodles of cash exploiting our flock (sic), even the ones in the AFL, because to an employee, they believe, because they are told to believe, that they have interests in common with their shepards-us, the employing class. The anonymous source ended the interview on a somewhat ominous note though, claiming, "The only thing which might dampen the outlook for the (read "our"-IW)economy would be increases in the membership of unions like the IWW."

If this were to happen, the spokesperson said, "we would need to strenghten our relations with the legitimate (sic) labor organizations in the AFL-CIO and call for stiffer legislation designed to curb the insidious appeals of class conscious organizing."

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UNFAIR
TO
WORKERS
IWW

Support Staley Workers

The lock out of chemical workers at AE Staley-Tate and Lyle corn processing plant in Decatur, Illinois continues. Unemployment benefits stopped in mid-March. The 760 locked out members of UPIU-AIW Local 7837 are expanding their efforts to build solidarity.

New support networks have grown up in the Decatur community with the formation of the Black Community Awareness Committee and the Decatur Area Solidarity Committee which has begun publishing a monthly newsletter detailing Staley lockout developments. New outside support also includes the 8th Day Center in Chicago which had four nuns and a priest arrested in Decatur as they trained Staley workers in civil disobedience tactics.

Great news was received March 7 when over the road Teamster Union drivesrs hauling Staley prodcuts were authorized by union officials to honor Local 7837 picket lines. This solidarity action clears the way for the extension of primary picketing by Local 7837 to Staley's three other plants in Indiana and Tennessee.

Miller beer was dumped into the Chicago River by members of the Chicago Staley Workers Solidarity Committee and Service Employee International Union Local 1 members to protest Miller's buying of scab Staley corn syrup. The next day UPIU-AIW members and supporters leafletted outside the Miller Brewing plant in Milwaukee, Wisconsin, calling on workers to help stop Millers from using scab products.

Dan Stidham, president of the Ravenswood West Virginia local of the United Steelworkers Local 5668 attended a recent community forum in Chicago. Local 5668 fought a 20 month lockout of 1700 members at Ravenswood *Aluminum* by similar methods of maintaining solidarity among the workers and their families and developing support from other places. Stidham attributed the unon's success in forcing Ravenswood Aluminum back to the bargaining table in June 1992 to the unions campaign to convince the company's customers not to use scab aluminum. The 1947 Taft-Hartley (anti) labor law forbids secondary boycotts of a struck company's suppliers or customers. The union called upon the public to not buy anything made with Ravenswood aluminum. This careful wording made the boycott legal. It also was effective as several of the companies that bought Ravenswood aluminum were unionized and rather than face trouble with their own workers they sought other aluminum suppliers.

Two videos were made of the Ravenswood lockout by Ft. RAC Video, for information write Local 5668 USWA, Ravnswood WV 26165.

For locked out Staley workers the "Adopt-a-Family" program becomes increasingly important with the expiration of unemployment insurance. Contributions to keep these 760 working class families in their homes and in the fight can be sent to:

Staley Workers Food & Emergency Assistance Fund
c/o UPIU-AIW 7837
2882 N. Dinneen
Decatur, IL 62526

Corporations count on lack of income to starve out workers. The workers are counting on solidarity from sister and fellow workers to provide the money they need to stay alive and in the fight, as well as other forms of solidarity that can send a damaging message to the profits of Staley and its corporate allies.

A 28 minute video on the lockout "Deadly Corn" is available at this same address for $15.

SCAB

ingredients from AE STALEY CO in Decatur IL are used in the making of:

Miller Beers

760 workers in Decatur have been locked out by Staley which wants to impose wage cuts and speed-ups. The families of these workers need our solidarity.

Do not buy Miller Beers.

Tell Miller to change suppliers 1-800-MILLER6

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THE DIRECT ACTION UNION!

IWW

Preamble to the IWW Constitution

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of the working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the means of production, abolish the wage system, and live in harmony with the earth.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever-growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organization formed in such a way that all its members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

As amended January 1992. Accept no imitations.

because capitalism cannot be reformed

Yes! It's time to join the IWW!

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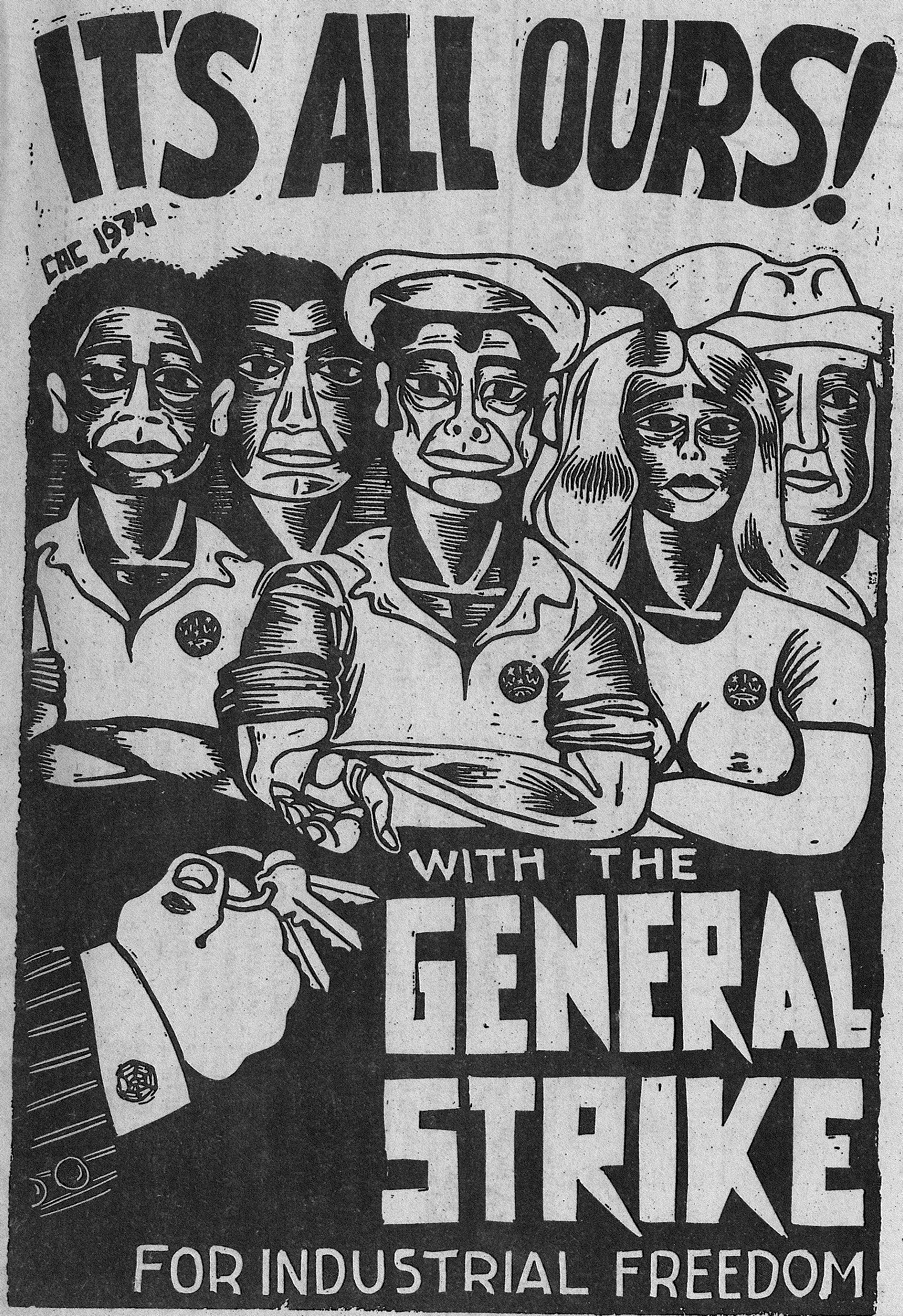

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